

Law and order tops package for the polls

By Robin Oakley Political Editor

The Government launched in the Queen's Speech yesterday a 19-Bill parliamentary programme for what MPs are convinced will be the run-up to a general election within a year.

Its emphasis is on law and order, local government and education, with a rates reform package for Scotland which will be extended to the rest of Britain if the Conservatives win the election.

In the Commons Mrs Margaret Thatcher raised election expectations by spending as much time on a withering assault on Labour's policies on defence as she did outlining the legislative programme.

The main Bills

- Criminal Justice: Provides for confiscation of assets of big-time criminals, allows children to give evidence by video link.
● Education: Scraps Barnham machinery for fixing teachers pay.
● Abolition of Domestic Rates (Scotland).
● Local Government: Forces councils to put out to tender such services as catering, refuse collection and vehicle maintenance.
● Landlord and Tenant: Strengthens rights of tenants in privately owned blocks of flats.
● Consumer Protection: Gives the right to compensation for injuries caused by defective products.

Debate and details, pages 4 and 5

extradition procedures, increased compensation provisions for victims and provision for children to give evidence by live video link in sex and assault cases.

The Government has long been pledged to the abolition of domestic rates and the process will begin with a Bill to replace rates in Scotland with a community charge.

Resentment of high rates after a revaluation in Scotland has seen the Conservatives languishing in the opinion polls and in danger of losing more than half their 21 seats.

measures will include a Bill to force councils to put out to competitive tender services such as catering, vehicle maintenance and refuse collection and to prevent councils imposing what the Government sees as unfair non-commercial conditions on companies tendering for local authority contracts.

The Department of the Environment, with the heaviest legislative workload, will also have a Bill to increase the rights of flat-dwellers in privately-owned blocks whose owners fail to provide adequate maintenance or over-charge for services and a Bill to implement the Poppelwell inquiry's recommendations for tightening up safety at sports grounds.

An Education Bill will repeal the Remuneration of



The Princess of Wales chatting with traditionally dressed Omani women students during a visit to the Sultan Qaboos University yesterday. Report, page 8.

Teacher talks under threat

By Mark Dowd Education Reporter

Deep divisions between the six teaching unions were last night threatening to wreck hopes for a negotiated settlement on pay and conditions at reconvened talks with local authorities in London.

After several hours of exchanges, it became clear that two of the unions, the National Union of Teachers and the Assistant Masters and Mistresses Association, who between them represent more than half the teachers in England and Wales, had voted in favour of the employers' new pay proposals.

These contain an average pay increase of nearly 4 per cent on the deal signed at Coventry in July and also boost the number of principal teacher posts for special responsibilities from 15 to 20 per cent.

Three other unions, however, including the heads, were rejecting the offer flatly, with the sixth union, the Professional Association of Teachers, reserving judgment.

The disagreements appear to be playing straight into the hands of Mr Kenneth Baker, the Secretary of State for Education.

He has threatened to impose his own solution should the teachers and local authorities fail to agree on a package acceptable to him.

Although a combination of the NUT and the AMMA gives the employers a voting majority for their deal in the teachers panel, a settlement opposed by, among others, both heads unions, would clearly lack any credibility.

The General Secretary of the National Association of Head Teachers, Mr David Hart, said: "I'm not pretending there has been no progress and clearly some primary heads would, under the employers' offer, get more money than under the Baker package."

But he said that many head teachers in secondary schools would be worse off. Sir John Wood, Chairman of the ACAS team, was last night holding one to one sessions with the dissenting union leaders in an effort to win them round.

Aids test centres 'unable to cope'

By Thomson Prentice Science Correspondent

Health experts gave warning yesterday that the Government's new publicity campaign on Aids could result in blood testing centres being unable to cope with a huge increase in demand for tests and advice.

Leaflets will be sent to 23 million homes and there will be television commercials, posters and newspaper advertisements giving Aids advice later this month. But there has been no allocation of extra resources announced by the Government.

However, doctors are already reporting a 300 per cent increase in men and women attending clinics for sexually-transmitted diseases to be tested for signs of Aids infection, after recent publicity.

The British Medical Association has urged the Department of Health to provide extra cash to deal with the much bigger surge that is expected in the next few weeks.

"It would be a tragedy if, having properly alerted the public, the Department does not make sure that there are adequate resources quickly made available to handle the response", a senior spokeswoman for the BMA said.

"We are anxious about this situation. Although people who fear that they may have the Aids virus can go to their GP for a blood test, in fact most seem to prefer to attend a hospital or STD clinic."

Dr Tom McManus, a consultant in genito-urinary medicine at King's College Hospital, who leads counselling at the Alexander STD clinic at St Giles Hospital in South London, said there had been a tripling of heterosexuals seeking the test in the past week.

"We will not be able to cope with the new demand without extra medical and counselling staff", he said. "Recent publicity has clearly prompted many more people out with the high-risk groups to come forward and the Government campaign will mean a greater increase. Some clinics are in danger of being overwhelmed."

Tomorrow



Force for the future: the software and hardware behind hi-tech policing

There was no winner in The Times Portfolio Gold daily competition yesterday so today's prize is doubled to £5,000. Portfolio list, page 31; how to play, information service, page 22.

Ruskin sued Mr David Selbourne issued a writ against Ruskin College claiming £251,000 for loss of potential earnings Page 2

BSC profit The British Steel Corporation doubled profits to £68 million in the six months to the end of September but is unlikely to be privatized before 1989 Page 23

Sterling falls The pound dropped against the dollar and mark, due to dollar weakness and political and economic uncertainties, prompting fears of an increase in base rates Page 23

Irish draw Northern Ireland could only manage a 0-0 draw away to Turkey in their European Championship qualifying tie Page 46

Off the road Goodyear, the tyre manufacturer, are to pull out of Formula One motor racing in an attempt to resist a takeover bid by Sir James Goldsmith Page 46

Table with 3 columns: Home News, Overseas, and other categories with corresponding page numbers.

115,000 acres for city development

By Philip Webster, Chief Political Correspondent

New powers to force local authorities and nationalized industries to dispose of unused land in an effort to promote building development in inner- and outer-city areas are to be announced by the Government tonight.

The Government is to include powers in the new local government Bill to plug loopholes which give local councils the means to delay orders of ministers to sell off land.

The 1980 Local Government (Planning and Land) Act gave the Secretary of State for the Environment powers to direct authorities to sell. Until September last year the powers had been used only four times.

Since then Mr John Patten, the Minister for Housing, Urban Affairs and Construction, has used the powers 140 times as part of the campaign to regenerate the inner cities.

But unco-operative councils are able to delay orders by up to a year by legitimate use of the law as it stands.

Under plans for streamlining and speeding up the procedures, to be announced by Mr Patten to the Royal

Prisoners release 5 hostages

By Howard Foster

The first sign of a breakthrough in the Peterhead jail siege came yesterday when five sick prisoners were released from the cell block that since then 50 hostages have been occupying for four days.

Delicate negotiations between prison authorities and the prisoners to secure the release of the officer, Mr John Crossan, who has been held hostage since Sunday bore fruit when the five men, all needing medication, climbed from a first floor window to join prison staff.

In return, the remaining inmates, including a small hard core who started the riot and siege were passed sandwiches and cigarettes.

Mr Crossan, aged 25, who was seized by the three ring leaders of the protest on Sunday, was seen to be crying and covered his face with his hands as he was escorted by 34 of the 50 prisoners on to the roof of their cell block yesterday morning.

Whilst the Scottish Office and the prison staff remained silent about the true nature and scale of the negotiations to end the siege it is understood that trained psychologists are inside Peterhead's jail advising staff how to initiate and develop a relationship with the volatile prisoners.

When the system fails, page 18

£1.6m research on helicopter safety

By Harvey Elliott, Air Correspondent

A £1.6 million research fund is to be set up to develop new monitoring techniques for helicopter gearboxes.

The Department of Transport is to provide £500,000 immediately to launch the fund with the rest coming from the industry and the Civil Aviation Authority.

The main aim of the research will be to develop HUMS - Health Usage and Monitoring Systems - which will be installed deep within

the gearboxes and engines of all future helicopters.

The creation of a research programme was first recommended by the Airworthiness Requirements Board in 1984 and has become urgent following last week's crash of a Chinook off the Shetlands in which 45 oilmen died.

Accident investigators have now pin-pointed the exact cause of the crash as a fatigue fracture in the forward gear box of the Chinook and experts believe that had the gearbox been fitted with HUMS the pilot would have

Queen Mother resting

The Queen Mother spent a comfortable day in hospital resting her injured leg yesterday.

She is expected to stay in the King Edward VII Hospital for Officers, London, for another day or two.

She is recovering from an injury to her shin, sustained on holiday in Scotland three weeks ago, which has been slow to heal.

It was emphasized at Clarence House, her official residence, that she was suffering from a venous leg ulcer, a chronic and recurrent condition which mainly affects the elderly.

Lady Fermoy, the Queen Mother's lady-in-waiting, spent more than an hour with her yesterday afternoon, and left carrying two baskets of flowers.

The Queen Mother's hospital room is said to be full of bouquets from well-wishers.

Israelis stay silent on Vanunu

From Ian Murray Jerusalem

The Israeli Government does not intend to give Britain a detailed explanation of how Mr Mordechai Vanunu was brought to Israel after vanishing from London on September 30, a source in the Prime Minister's office has said.

Mr Vanunu, the nuclear technician who told The Sunday Times that Israel has a nuclear arsenal, is in prison here. The Foreign Office has asked for clarification of how this happened.

The office of Mr Yitzhak Shamir, the Prime Minister, is preparing a reply which will say in essence that no UK law was broken and no British national was involved in doing anything unlawful, but it remains to be seen whether Britain will be satisfied with such a vague and unsubstantiated answer.

An admission of Mr Vanunu's capture was virtually forced out of the Government by stories of his arrest in the foreign press.

Mr Shamir is said to be furious about what he considers were serious breaches of censorship regulations by foreign correspondents and is considering tough new censorship controls which would include legal punishment for any reporters breaking them.

Dealer bought via US

By Richard Thomson, Banking Correspondent

Mr Geoffrey Collier, the director who resigned from Morgan Grenfell, the merchant bank, earlier this week had broken the bank's house rules by buying shares in AE, the engineering company, through an outside broker.

Springer Vickers, the stockbroker who sold the shares to Mr Collier, alerted Morgan Grenfell when Mr Robert Maxwell's Hollis Group made a bid for AE after the shares were purchased. Morgan Grenfell is acting as adviser to Hollis.

Atlantic battle for Tabarly

Eric Tabarly, one of the world's best known sailors, sent out a distress call yesterday in the Atlantic after his trimaran began to disintegrate in atrocious weather 200 miles west of Cap Finistere.

The Frenchman, a national hero after winning the 1964 single-handed Transatlantic race, was in the Route du Rhum race from St Malo to Guadeloupe, West Indies, when the front of one of his floats broke off. There were fears that the other float would go too.

Kremlin boycotts Molotov's funeral

From Christopher Walker Moscow

Anxious to distance itself from the bitter memory of the Stalin purges, the Kremlin yesterday boycotted the funeral of Vyacheslav Molotov, one of the former dictator's most ruthless associates who, before his death at the age of 96, had served the state both as Foreign and Prime Minister.

The emotional 30-minute ceremony behind the red brick walls of Moscow's exclusive Novodevichy cemetery - out of bounds to all without special permission - was notable chiefly for the lack of speeches and the conspicuous absence of any member of the ruling Politburo.

"It was a completely private affair, curiously low key for a man who had played such a large part in Soviet history," explained one of the mourners. "One got the impression that the top people in our Government wanted nothing to do with it at all. I think they were angry that so many Western journalists tried to attend."

Advertisement for Weatherall, featuring text like 'Distinguished New Air-Conditioned Offices', 'To let in the heart of the Capital', and 'Floors from 1,9-10 sq ft - 3,900 sq ft'. Includes contact information for 7 Curzon Street London W.1Y 7FL and phone number 01-493 5366.

NEWS SUMMARY

£251,000 writ

Mr David Selbourne, the lecturer boycotted by his students over an article written in The Times, issued a writ yesterday for breach of contract against Ruskin College, Oxford, claiming £251,000 in loss of potential earnings (Our Legal Correspondent writes).

Mr Selbourne terminated his contract with the college at the start of this term after it refused to give an undertaking that he would be given freedom to publish what articles where and when he wished. He also wanted the college to affirm generally the right of any its staff and students to publish their views as they saw fit.

Mr Selbourne, who was censured for his action by the Ruskin governors after the student union boycott, is also seeking a further amount, to be assessed, for loss of pension contributions plus damages and costs.

The writ says Mr Selbourne was free to "express his political, religious, social and academic views" provided this was done in his own name and not in the name of the college.

Torso appeal

Detectives investigating the discovery of a woman's skinned torso yesterday continued questioning a couple held during raids in three towns. Two men and two women were released, three on police bail.

A biography of Mr Ian Paisley, leader of the Democratic Unionist Party, and a book on the Stalker affair will not appear in Easons, a company with 18 shops.

The book on Mr Paisley, published this month, has been refused by the company after they sought legal advice.

Irish ban on books

Two controversial books have been barred from the shelves of Ireland's largest booksellers because of fears they could result in legal action for libel (Richard Ford writes.)

Police believe the dead woman disappeared from Crawley in mid-August, but her absence was not reported. Her body was found in Ashdown Forest, East Sussex, on August 31, wrapped in a package in a shallow grave.

Police appealed for help in tracing curtains, a negligee and nightdress used as wrappings.

Bomb trial man free

Peter O'Loughlin, aged 27, of Londonderry, was cleared on the instructions of a judge at the Central Criminal Court yesterday of involvement in an attempted Irish National Liberation Army bomb attack at Chelsea barracks a year ago.

The ruling, by Mr Justice Kenneth Jones, followed two days of legal argument after which the prosecution offered no evidence.

Patrick McLaughlin, also from Londonderry, is facing a similar charge.

Player to sue

David Bishop, the scrum-half banned for a year by the Welsh Rugby Union, is to take action against it in the High Court.

The ban came after Mr Bishop's conviction in Newport Crown Court, Dyfed, for punching another player during a match. His one-month jail sentence was later suspended.



Knowsley Liberals making headway

By Richard Evans Political Correspondent

Voters in the Labour stronghold of Knowsley, North go to the polls today amid growing signs that the Liberal/SDP Alliance has made substantial headway in the closing days of the by-election campaign.

Although the Merseyside constituency is Labour's third safest seat in England, the Liberal camp yesterday confidently predicted a photo-finish and last night an independent poll confirmed a swing away from Mr George Howarth, the Labour candidate, to Miss Rosemary Cooper, the Liberal contestant.

Miss Cooper, a combative candidate who has successfully exploited local issues including poor housing, predicted: "The dragon will win, not George."

Mr David Alton, the Liberal's chief whip, said the last two Merseyside by-elections - Edge Hill and Crosby - had resulted in famous Alliance victories. "I am convinced we will make it a hat-trick tomorrow."

Mr Howarth imposed as candidate against the wishes of his Militant dominated local party, remains favourite to win the seat but there were signs within the Labour camp yesterday that it could be an uncomfortably close outcome.

It is acknowledged that the Liberals cut into their support last week when Mr Howarth was confined to a hospital bed.

Liberal strategists believe privately their impressive rally has probably come too late to enable them to pull off what would be a sensational by-election victory. One senior party official estimated yesterday they could finish up 2,000 votes short of success.

Their latest canvass figures put Labour ahead on 52 per cent, Liberals on 40 per cent with the Conservatives trailing badly on 6 per cent.

Labour's calculations show that 66 per cent of those voters who have indicated a firm preference will back Labour, 8 per cent the Liberals, 4 per cent the Conservatives and 5 per cent other candidates. They accept most of the 16 per cent undecided voters will probably back the Liberals.

Past by-elections have shown that eve of poll forecasts by the Liberals tend to be much more accurate than Labour's, who overstate their own support.

In spite of the different predictions, both parties agree that a combination of apathy and an out of date electoral register are likely to result in a low turnout of around 50 per cent, compared with nearly 70 per cent at the 1983 general election - that is likely to benefit the Liberals.

The by-election was caused by the resignation of the former Labour MP Mr Robert Kilroy-Silk after a prolonged battle with Militant within his own local party.

General election 1983: R. Kilroy-Silk, (L), 24,949; B. Birch, (C), 7,758; B. McColligan, (SDP/All), 5,715; J. Simons, (WRP), 246.



Peterhead prisoners, with the hostage warder circled, starting their sit-in on the damaged jail roof yesterday

Confrontation avoided over Wright affair MI5 papers 'handed over'

By Michael Evans, Whitehall Correspondent

As the British Government agreed yesterday to hand over a number of highly classified documents about MI5 to Australian defence lawyers, Sir Robert Armstrong, the Cabinet Secretary, flew out to Sydney where he is to be the star witness in the case involving a book by the former senior MI5 officer, Mr Peter Wright.

The anxiety which is felt by the Government over the Wright affair was evident yesterday when Sir Robert arrived at Heathrow Airport for his flight.

Faced with a group of photographers waiting outside a VIP lounge, Sir Robert, Britain's most senior Civil Servant, turned on one of them and pushed him against the wall with his briefcase.

The photographer, Mr Dennis Stone, who had asked him to stop for a photograph, said that his camera was damaged as Sir Robert "lashed out" with his briefcase.

Sir Robert later came out from the VIP lounge to apologise and agreed to pose for pictures, commenting to the astonished photographers: "Can we do it properly now?"

Mr Stone remarked: "I asked him to stop for a photograph. The next I knew I was up against the wall. He barged me, then he hit me with his briefcase and broke my camera."

Sir Robert will be appearing as a witness for the Government next Monday in the attempt to stop publication in Australia of the book about MI5 by Mr Wright.

Whitehall sources said yesterday that the Australian government had still not indicated whether it would support the British argument that publication of the book would destroy the confidentiality rule which governs all officers, both past and present, employed by the two intelligence services, MI5 and MI6.

One source said that it was "very important" that the Australian government gave its support because this could have a helpful influence in the court case.

Confrontation with the court was avoided yesterday by the British Government when Sir Michael Havers, the Attorney General, agreed to hand over certain documents to the defence lawyers in the case. Mr Justice Powell of the New South Wales Supreme Court had set a deadline of yesterday for the documents to be presented.

Whitehall sources said that the documents related to MI5 and Mr Wright's career.

One source said: "In our view we have complied with the judge's order but the defence lawyers have now asked for more documents."

Sir Robert has been briefed thoroughly by the head of MI5 to prepare him for his cross-examination next week, according to sources. However under the procedure laid down for the case, he is not supposed to be questioned about allegations in the book that the late Sir Roger Hollis, the former director-general of MI5 was a KGB spy.

The whole case is intended to focus on the issue of confidentiality.

The Attorney General was asked last night whether he would prosecute Mr Malcolm Muggeridge, the writer and broadcaster, Lord Dacre, the historian, and other senior figures who are alleged to have talked about their work for the security services.

Mr Dale Campbell-Savours, the Labour MP for Worthington, tabled questions to Sir Michael Havers naming a further 18 alleged former security service officers who have spoken about their work in a book about the Anthony Blunt spy scandal, Conspiracy of Silence, which is to be published next week. MI5 wrangle, page 12

Ridley to resist Green Belt building

By Philip Webster Chief Political Correspondent

The Government's strongest warning of its determination to resist large-scale housing and retail developments in the South-east was delivered yesterday by Mr Nicholas Ridley, Secretary of State for the Environment.

It also became clear that such opposition is to be used to counter the North-South divide by encouraging employers and workers to look further afield for commercial and job opportunities.

In a speech which delighted many Conservative MPs and ministers, Mr Ridley said that developers should be aware that there was to be "no let-up" in the Government's firm Green Belt policy. "We are not going to see the Green Belt taken over by shopping malls and leisure complexes," he told the Conservative businessmen's dining club in Westminster.

Although prevented by his quasi-judicial role in determining planning applications from mentioning any specific developments, Mr Ridley's words were taken to mean that recently publicized plans for "shopping parks" and leisure complexes close to the M25 around London would be resisted.

MPs also believe plans for six satellite villages close to London submitted by Consortium Developments, a group of leading construction companies, could be doomed.

The hearing into the application for the first, at Tillingham Hall in Essex, has been completed, and the planning inspector will soon submit his report to Mr Ridley for a decision.

Mr William Waldegrave, Minister for the Environment, has ordered local authorities to consult the Government before approving any retail developments of more than 250,000 square feet of floor space.

Mr Ridley's warning is of special significance because before his appointment he was one of the Cabinet's leading deregulators and was thought to be one of those ministers least committed to maintaining the Green Belt.



Sir Robert Armstrong and photographer Dennis Stone during their clash at Heathrow Airport yesterday

A third take Wapping offer

By Tim Jones

News International announced last night that more than 1,200 former members of staff have accepted the company's compensation offer.

In addition, 500 more people have indicated that they want to accept as soon as they can settle details of their payment.

Together they make up 30 per cent of the 5,500 staff who were dismissed in January after they had gone on strike.

A company statement said: "The total of ex-staff applying for payment is increasing in a strong, continuous flow and has gone up by over 400 since last weekend."

"Among those who have

said they want to take the compensation - based on four weeks' pay per year of service - are four fathers of chapels (union branch officials).

"In response to the number of applications the company has extended the deadline it originally set for last Monday."

Mr Rupert Murdoch, chairman of News International, said last night: "I repeat there will be no more negotiations with the print unions. This is the last chance for former members of our staff to make individual settlements."

Since the dispute began, the company has published The Times and four other national newspapers at its high-tech

ology plant at Wapping, east London.

Miss Brenda Dean, general secretary of Sogat '82, has blamed her members in the provinces for the course which her union's dispute with News International has taken.

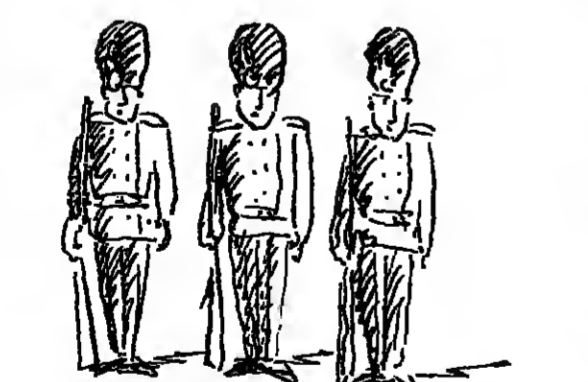
She claimed that it would have been a "different story" if Sogat members outside London had supported the former employees of the company.

Her comments, on Granada Television's Union World programme, to be broadcast tonight on Channel 4, are made during a confrontation with Mr Eddy Shah, the newspaper proprietor, who said that the unions at Wapping had committed "Hari Kari".

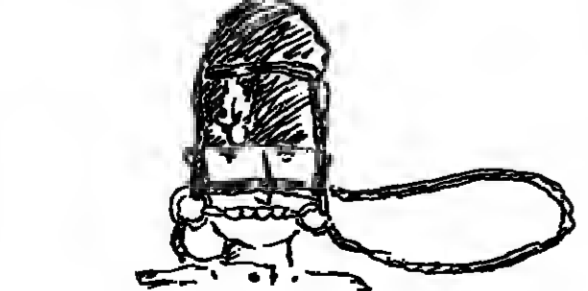
JANNEAU HOW LONG ARMAGNACS BEEN AROUND?



A. Since the Dark Ages?



B. Three Centuries?



C. A century and a bit?

ANSWER  
The Armagnac of armagnacs, first recorded in 1411, Janneau, Armagnac, France's oldest brandy.

JANNEAU Very Old Armagnac Brandy

The General Synod

Africa committee is set up

The General Synod of the Church of England voted by 360 to 39 with 15 abstentions last night to set up a committee on black African concerns. This reversed a decision by the synod last February.

The task of the committee will be to monitor church issues affecting black Anglicans and other policy implications for minority ethnic groups within the church and the wider community.

The Archbishop of Canterbury, Dr Robert Runcie, said that to talk of national unity while doing nothing about one of their own most glaring divisions would impoverish their own witness and as they were a multiracial church they must take decisions in a multiracial way.

The church needed what minority ethnic groups could bring to it - enthusiasms, freshness, commitment, creativity, and new ways of decision-making. It also

needed to learn from their experience of being pushed to the margins in the church and in society.

"That is why we want to remove barriers that hinder their effective participation," Canon Ivor Smith-Cameron (Southwark) said black people had been depressed and frustrated by what they deemed to be a serious rebuff earlier this year.

"Not only must the black presence be there and be seen to be there within the decision-making structures of the Church of England but the future shape of the church, especially the enrichment of the lives of her younger members, must reveal this new significant dimension. We cannot simply go on as we are," he said.

An Bishop of Liverpool, the Right Rev David Sheppard, said they must make black people believe that all doors of the Church of England were open.

Canon Gordon Dodson (Norwich) said he did not like the use of the word "black". The Labour Party had set itself against separate black sections and he hoped that if a political party could get it right the church could too.

Canon George Anstin (St Albans) feared that to suggest there was a black point of view which needed a committee was to exhibit prejudice which must be resisted.

The Bishop of Sturtevant, the Right Rev Cecil Hutt, said he feared that without the proposal the church might become a white ghetto and that would be horrifying.

An attempt by Mr Christopher Whitney (Hereford) to amend the name of the body to the Committee on Minority Ethnic Anglican Concerns was heavily defeated.

Taking three steps nearer Rome

By Angella Johnson

The Church of England moved a step closer to Rome yesterday when the General Synod endorsed agreements on three key ecumenical issues which will pave the way for further dialogue between both churches.

Members of the 565-strong body were asked to make definitive pronouncements on the Church's official response to - the Lima text on Baptism, Eucharist, and Ministry (BEM); and the final report of the Anglican Roman Catholic International Commission (ARCIC).

proved the ARCIC statement on the Eucharist and the ministry.

This is part of a world-wide process in both churches to prepare for official decisions on unity by the Vatican and the Lambeth Conference in 1988.

A third doctrinal statement, and the authority of the Pope looks set for a rough ride when it is debated in the Synod today. It has already been criticized by the House of Laity, because its members believe they will have little say in a church united under a Catholic Pope.

Houses (Clergy, Bishops and Laity), also registered a strong protest vote of just under a third in the House of Laity.

Professor David McClean, chairman of the House of Laity, supported the ARCIC resolutions but felt he had to voice the opposing view of the Laity.

He called for more "clarity" and "diversity" before the ARCIC report could be accepted. In particular he wanted further discussions into the matter of Papal authority.

Relieving someone of the fear and pain of cancer is beyond value. But it still has its price.

Dear Sir  
Not long ago my wife discovered she had cancer. Naturally, she didn't want to go into hospital, and I was only too willing to care for her at home.  
But there was no way I could cope without practical nursing advice and at times, emotional support. That help came in the form of one of your Macmillan nurses.  
She was more like a close friend than a nurse and her regular visits and ability to cope, helped my wife and I to enjoy our remaining time together.  
She brought warmth and strength into a home that could have been filled purely with grief.

There are still many thousands of cancer victims who have to suffer the pain and anxiety of this cruel disease without the care of a Macmillan nurse. But you can begin to ease their pain, simply by sending a donation to Major HCL Garnett cas, Cancer Relief Macmillan Fund, 15/19 Britten Street, London SW3 3TJ. Tel: 01-351 7811.

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Cancer Relief Macmillan fund  
Permitted by the National Society for Cancer Relief Reg No 25191  
T138

# Police chief criticizes 'safety measures' that led to Bradford horror

By Ian Smith

Increasing government concern about football crowd violence and club measures made necessary to curb hooliganism contributed to the appalling death toll at the Bradford City football ground where 56 people burnt to death, a police chief told the High Court in Leeds yesterday.

The hearing was told that emergency exits were locked to keep out intruders; stewards carrying keys were frightened to wear uniforms in case they were attacked and fire hydrants were non-existent because of fears that they would be used as weapons by warring terrace gangs.

It meant that when a carelessly discarded cigarette set alight mounds of paper strewn 12 inches deep under loose-fitting floorboards in block G of the grandstand, hooligan spectators were trapped.

Some kicked down barred exit doors but most died as they groped their way along an 8 foot square rear corridor through swirling fumes of dense black smoke which restricted visibility to just four inches.

The grim scenario of modern-day football was presented to Mr Justice Cantley by a West Yorkshire chief inspector, Charles Mawson, who was in charge of 140 police patrolling the ground on the Saturday in May 1985, when Bradford City were playing their last home fixture before a capacity crowd before promotion to the second division.

The High Court hearing will decide whether Bradford City Football Club, the Health and Safety Executive and the now defunct West Yorkshire County Council must bear legal liability for the catastrophe. If a test case brought by Mrs Susan Fletcher, aged 34, and her son Martin, aged 12, succeeds then another 109 claimants will seek millions of pounds in damages.

Mrs Fletcher lost her husband, John, aged 34, son Andrew, aged 11, brother-in-law Peter and his father, Edmund, aged 64. Martin escaped by vaulting a wall leading on to the pitch.

Under cross-examination by Mr Roy McCaulay, QC, representing the club, Mr

## Disaster hero braved flames to rescue man

Police Sergeant David Britton, aged 42, spoke yesterday of his efforts to save an elderly man.

As the grandstand erupted in flames Sgt Britton noticed the man vainly trying to scramble over a chest-high wall.

"The clothes on his back were on fire. I ran over to rescue him. Fire had engulfed the whole stand and the heat was intense - I have never felt heat like that before. As I ran towards him the heat was so intense on my forehead and face my skin began to tingle and I was beginning to feel the effects."

"For a fleeting moment I thought I cannot stand this heat any more but suddenly I developed tunnel vision, didn't look left or right or think about anything else except that I must rescue this man."

Sgt Britton fought his way to the man and grabbed him by his waist to pull him to safety as a second officer arrived to help. It was not until he watched a television recording of the rescue later that day he realized his own hair had exploded in flames.

In spite of the rescue the spectator died from his injuries nine weeks later.

In a parallel case to the one brought by Mrs Fletcher the same defendants are contesting an action brought by Sgt Britton, who is supported by the Police Federation.

Both Sgt Britton and Chief Insp Charles Mawson will go to Buckingham Place next Tuesday where the Queen will present them with gallantry medals.

Mawson agreed a fine line had to be drawn between the need to ensure crowd safety while taking every precaution to prevent mob violence.

Mr Mawson said at the time of the fire there was widespread concern about football violence both at government and local level. In many football grounds stewards were singled out for violence as were the young or very old who were considered soft options by the thugs.

He agreed that finance split soccer clubs into two camps - the "Rolls-Royce" clubs who could afford expensive "bumper-like" stewards to patrol exits and the shoe-string clubs who relied upon diehard, life-long supporters to do the work cheaply. At Bradford the keys needed so desperately that day were in the care of two brothers, their sister and her sister-in-law.

But Mr Mawson denied that attention had been focused on crowd control and hooliganism to the detriment of safety or that the fire hazard potential had been swept out of sight.

If he had known about letters written by West Yorkshire County Council which is the area fire authority and the Health and Safety Executive drawing club attention to the fire risk, he said, he would have ensured the matter was vigorously pursued.

Mr Mawson was scathing about the Government's 1976 "green guide" on football ground safety which judged buildings similar to the 1909 timber-built grandstand at Bradford should be capable of evacuation within 2½ minutes.

He said that the guide made no allowance for the aged, infirm or fathers shepherding out young children but instead assumed every grandstand spectator was a fit, healthy individual singlemindedly concentrating on getting out as quickly as possible.

The deadly accuracy of his claim that the Bradford grandstand was a "slow clearing" area was sadly proven when he saw with astonishment how people were unwilling to divert their attention from the drama played out on the football pitch in front of them long enough to save their own lives.

They were reluctant to stand up and move out of their seats and dozens of the 2,000 grandstand inhabitants sat peering up at the fire in the roof above them, hopelessly unaware that flames were racing towards them "running with lightning wings".

The hearing continues today.



Mark Thatcher and his fiancée Diane Bergdorf leaving Downing Street by a back exit yesterday (Photograph: John Manning).

## Telegraph refuses to dismiss Thatcher

By a Staff Reporter

Miss Carol Thatcher, the Prime Minister's daughter, has asked to be dismissed from her job as a features writer with *The Daily Telegraph* and be paid compensation.

But Mr Max Hastings, editor of *The Daily Telegraph*, has refused her request. Mr Hastings said Miss Thatcher asked to be dismissed after he told her she would be transferred from the

features department to one which publishes editorial supplements. "She chose, however, to demand to be dismissed with compensation."

"This demand was renewed in a letter from Miss Thatcher's solicitors received by the newspaper on Tuesday."

"As far as I am concerned there remains no question of her being dismissed," Mr Hastings said.

## Tour operators' conference Thomson drive to raise tour standards Blacklist proposal for overbooking on holiday flights

From Derek Harris, Brisbane

Tour operators who overbook airline seats, which sometimes results in holiday-makers missing their flights, could be blacklisted by charter airlines and possibly lose their licences.

This suggestion was made yesterday at the annual convention of the Association of British Travel Agents (Abta).

In a debate on holiday industry problems, Mr Trevor Coe, deputy commercial manager of Monarch Airlines, the charter airline which is part of the Cosmos holidays and travel group, called for a new initiative.

He said overbooking had become quite a severe problem. Remedies suggested by Mr Coe, which include blacklisting offending tour operators, are to be considered by Abta.

But Mr Roger Allard, head of Owners Abroad, which organizes cheap flights for holiday villa owners, has, together with representatives of two other leading travel companies, talked to the Civil Aviation Authority about supplying it with information that might lead to a possible review of the licences of persistent overbooking offenders.

Mr Coe said the overbooking mainly concerned larger aircraft shared by a number of smaller tour operators. Some operators were consistently overbooking and then telling their customers to arrive early at airports so that they secured seats, to the detriment of later arrivals who

had been properly booked. One of the difficulties is that tickets written for package holiday charter flights are not necessarily stamped with the issuer's name. With late bookings it is customary for tickets to be issued by a tour operator's agent from blanks at the airport.

This means the charter airlines cannot easily check on the issuing of tickets and some operators may not be passing on to the airlines payments for the tickets they have issued when overbooking.

Monarch had tackled the overbooking problem and had achieved a "vast improvement", according to Mr Coe.

But he added: "The problem has not been completely solved even though we have scaled it down. Not only does this give tour operators a hard time but it also reflects on the airline."

One method of dealing with persistent offenders would be to have a system for travellers to be notified 24 hours in advance. However, this would present administrative difficulties, Mr Coe said.

A second preferred method would be to issue a warning. Then airlines would refuse to carry passengers from a suspected tour operator, possibly encouraging other airlines to co-operate in establishing a blacklist of offending operators.

If subsequent paperwork on tickets were speeded up, it would be easier for airlines to pinpoint offending tour operators, Mr Coe said.

## Doubts over ban on aircraft drunks

The Office of Fair Trading has told the Association of British Travel Agents that it has reservations about a new drive to tackle drunkenness on holiday flights.

The OFT has misgivings about some possible effects of banning drunk or disorderly passengers from holiday flights, Mr Ken Franklin, chairman of Abta's tour operators council, said.

The OFT is concerned that off-loaded passengers could be denied the holiday they have paid for, or if one member of a family is denied a flight it could mean the whole family would miss their holiday.

Mr Franklin said: "What they are saying is that it is one thing to deny boarding on one particular flight and quite another to deprive the offender of the complete package holiday."

The OFT's reservations emerged after a guidance note to members from Abta, which suggested members should include in brochures a warning saying: "If you are prevented from boarding an aircraft because, in the opinion of any person in authority at the airport, including for example the police, the pilot or security personnel, you appear by reason of intoxicating liquor or misuse of drugs to be unfit to travel our responsibility for your journey or holiday, including any return flight, thereupon ceases."

"Full cancellation charges will then apply and no refund will be given."

## Woman tells of crossbows

The blonde mistress of a man accused of murdering a gardener and shooting an elderly widow during a raid on her isolated manor house begged him not to go out on the night of the robbery.

Tina Clark, aged 23, who lived with Terence Clark, aged 45, a communications consultant, became concerned when she saw two crossbows on a coffee table at the home she and Mr Clark shared.

"I asked what they were for. Terry said it was better I didn't know. I begged him not to go out but he didn't listen to me."

"We had a row in the kitchen", she said in a statement read to a jury at Lewes Crown Court, East Sussex, yesterday.

Her evidence for the prosecution was read at the trial of Mr Clark, his son, Martin, aged 20, and Steven Dougal, aged 21. They are charged with murdering William Austin, aged 54, and wounding Mrs Ellen Ditcher, aged 76, in a raid on her home, Otham Manor, near Maidstone, Kent, in July last year.

The prosecution has alleged that the three, wearing black balaclavas and armed with two crossbows and a .22 rifle, battered their way into the wealthy widow's home, shot her three times, murdered her gardener, who lived upstairs, and killed her great dane dog.

Doctors decided it was too dangerous to remove two of the bullets from Mrs Ditcher. One smashed her jawbone and narrowly missed the main artery to her brain. The other is lodged close to her heart, Mr Geoffrey Hadwen, a surgeon, said. The trial continues.

## 'Arts policy sours image of Britain'

By Gavin Bell, Arts Correspondent

Sir Peter Hall, director of the National Theatre, has joined the growing criticism of the Government's arts funding policy by suggesting that it is tarnishing Britain's image abroad.

Announcing forthcoming visits by four leading foreign companies, Sir Peter said about two-thirds of the production costs were being met by their own countries. The remainder would come from ticket sales and private sponsorship.

"I have to say surely that when we go abroad, we do not reciprocate. When we travel, it is our busts who pay. One can only admit this is a sad reflection of our standing in the world," Sir Peter said.

He felt that it was ironic that the support from host countries meant it was easier for the National Theatre companies to perform abroad than to tour the United Kingdom.

He expressed a similar view to that of Sir Claus Moser, chairman of the Royal Opera House, who said on Tuesday that the arts budget for next year raised the prospect of Britain becoming a nation of philistines.

Sir Peter indicated that he may leave Britain when his contract with the National Theatre expires at the end of 1986, saying he was considering several interesting offers. He declined to be specific but observed there were "some very attractive jobs in Europe".

Highlights of the international series planned for next year, as part of the National Theatre's tenth birthday celebrations, will include Swedish and Japanese performances of Shakespearean tragedies.

Ingnar Bergman will direct the Royal Dramatic Theatre of Stockholm in his first production of *Hamlet*, while the Toho company from Tokyo will transplant *Macbeth* from medieval Scotland to sixteenth century Japan.

## Life for murder of governor

A man aged 28 was given a double life sentence yesterday for his part in the "ruthless" assassination two years ago of an assistant prison governor.

Eugene Gilmartin, of Laburnum Way, Belfast, denied the charge but was sentenced for the murder of Mr William McConnell, deputy governor of the Maze, in March 1984, and for possessing the guns used in the IRA shooting.

Mr McConnell was shot in the driveway of his home. Gilmartin was also given concurrent sentences of between three and seven years for kidnapping two elderly neighbours of Mr McConnell, and for hijacking their car.

## Death driver gets two years

An accountant who knocked down and killed a cyclist aged 11 while overtaking on a crest of a hill was jailed for two years at Liverpool Crown Court yesterday.

He had been driving with twice the legal alcohol limit after an evening at his golf club.

Arthur Stanley Jenson, aged 67, from Formby, who admitted causing the death of Sandra Mitchell in Kirkcubbin Road, Formby, in April was disqualified from driving for five years.

## Parkinson win in bins dispute

Michael Parkinson, the television personality, has gained a victory over his local council in a dispute about new wheeled rubbish bins.

Together with others who live in Bray, near Maidenhead, Berkshire, he criticized a council plan which would have meant residents would have to wheel the new large bins to the front of their homes for dustmen to collect. Dustmen will now remove the bins from back doors.

## Eton remand

Kenneth Butterfield, aged 25, of Osborne Street, Windsor, was remanded in custody for seven days by magistrates at Slough, Berkshire, yesterday, accused of kidnapping a boy aged 10 from Eton College.

## Progress in cataract studies

By Ken Gosling

Progress in the investigation of the causes of cataract, one of the most common causes of blindness, was announced in London yesterday during a conference on the problems of old age.

Research at Salford University, funded by the Foundation for Age Research, has disclosed a new mechanism for triggering cataract and this ties up with findings reported in *The Times* last July, that it appears to be linked with several preventable causes.

This was the result of an Edinburgh University study that found what appeared to be a link with causes such as smoking and heavy drinking.

Dr L.R. Croft, lecturer in biochemistry at Salford, said the mechanism had been discovered by looking at the effects of heat on eye lenses, a factor that explained why one of the most common forms of the condition was glass-blower's cataract and also why it was common in tropical countries.

A common product in the diet when heated sugar was also shown to lead to a reduction in protein, producing a mechanism that held for several different forms of cataract.

## Secretary tied up and strangled with blouse

A secretary put up a struggle before being sexually assaulted, strangled and then thrown into a river in an inquest was told yesterday.

Part of her blouse was used to strangle her and was also used to gag her and for binding her wrists, it was said at the inquest at Poplar, east London.

The woman, Alison Day, of Norfolk Road, Upminster, was found dead on January 15

discovered by looking at the effects of heat on eye lenses, a factor that explained why one of the most common forms of the condition was glass-blower's cataract and also why it was common in tropical countries.

A common product in the diet when heated sugar was also shown to lead to a reduction in protein, producing a mechanism that held for several different forms of cataract.

## £500 to trace bird's attacker

A £500 reward was offered yesterday by Norfolk Swan Rescue Service for information to trace whoever shot a young swan through the head with a 12in crossbow bolt.

The wounded bird was seen on marshland on the Norfolk Broads by a fisherman. It is recovering from its injuries.

# WALLACE HEATON

For the Finest Gifts this Christmas

## Amazing New HITACHI VHS Video with Hi-Tech Infra-Red Remote Control



### Plus 5 Free 3 hour VHS tapes

This new sleekly designed Hitachi combines the advanced features you want for video recording and playback.

With the remote control transmitter handset, you have total command. You can even programme the timer from your chair. Instant Record makes life easy too - with recording at the touch of a button. The Hitachi VT130 is an HQ video - with the improved VHS system which records with enhanced detail and better luminance.

**Specification:**

- 4-programme 14-day timer
- Full infra-red remote control with LCD display and direct programming facility
- Instant record ● Still frame ● Slow motion
- HQ improved VHS recording system.

**Wallace Heaton Price £429.99**

## WALLACE HEATON

*The Wallace Heaton Bond*

● World's Leading Brands ● 125 Years Expert Service ● Free Local Delivery and Installation  
● Comprehensive After-Sales Service ● Full Export Facilities ● Phone/Mail Order Service

127, NEW BOND STREET, LONDON W.1 TELEPHONE: 01-499 8307



# THE QUEEN'S SPEECH

## Children will give evidence by video in trial changes

By Peter Evans, Home Affairs Correspondent

Evidence by live video link, new action against fraud and powers for the Attorney General on lenient sentences are among measures intended for the Criminal Justice Bill, mentioned in the Queen's Speech at the State opening of Parliament.

The evidence by video recording would be either from abroad or in cases where the victim was a child and the offence was one of sexual or violent assault.

It would be made admissible in court in the same way as ordinary oral evidence.

Rules governing the admissibility of documentary evidence would be relaxed and would apply to criminal trials generally rather than simply to cases of fraud.

But the Government's aim is also to combat fraud and safeguard the probity of financial institutions. The proposed legislation would set up a serious fraud office to investigate and prosecute the most serious and complex cases.

Reforms would be provided to the rules of evidence and to fraud trial procedures. The Bill would cover lenient sentences. It would empower the Attorney General to refer, for the opinion of the Court of Appeal, crown court sentences which appeared to raise policy questions of general significance.

This measure would reinforce the Court of Appeal's role in guiding lower courts' practice. But the sentence imposed on a particular offender would not be affected by the Court of Appeal's opinion.

As expected, the maximum penalties for carrying firearms in furtherance of crime and for corruption would be increased.

A number of minor offences would also be reclassified as triable only by magistrates.

The new Bill will extend the

power to order confiscation of the proceeds of offences.

Victims would benefit from an extension of the courts' powers to make compensation orders in certain cases. Courts would be required to give reasons for not making an order in all cases where there was an identifiable victim.

The Bill would provide a statutory right to compensation for criminal injury.

The right of the defence to challenge juries without cause would be abolished.

The upper age limit for jurors would be raised from 65 to 70. But those to that age group would be excused as of right if they wished. The measure would add about 2.25 million people to the pool of potential jurors.

Provisions relating to young offenders would include the more flexible use of detention centres.

The law on extradition would be amended enabling the United Kingdom to sign the European Convention on Extradition and facilitating the return of those wanted in the UK.

The Criminal Justice (Scotland) Bill seeks to further powers to combat the growing problem of drug trafficking. Another Scottish Bill, the Debtors (Scotland) Bill, seeks to provide a more humane system of debt enforcement.

It would remove the most resented aspects of warrant sales by stopping compulsory sales in debtors' homes, extending the range of goods exempt from sale and banning the identification of the debtor.

The Northern Ireland (Emergency Provisions) (Amendment) Bill would seek to help the authorities in dealing with terrorism while also enhancing the statutory rights of those suspected or accused of terrorist activity.

## Drugs and terrorism fight to be intensified

By Stewart Teadler, Crime Reporter

A special customs intelligence computer, more vessels for off-shore patrols and extra investigators are to be introduced as part of the Government's continued fight against international drug trafficking and terrorism.

No fresh legislation is planned in either field, but the international effort to bring greater co-operation will continue. By the end of the year the Home Office hopes that all the machinery for the operation of the Drug Trafficking Offences Act will be in place. The act will allow for the tracing and freezing of assets belonging to suspected traffickers.

At home the number of customs investigators will increase by 110 and another 350 officers will work at checkpoints at air and sea ports.

During the next three years £7 million is to be spent on an intelligence computer for customs' records, which are generally regarded as one of the best sources of information on drug trafficking. Another £7 million will be spent on buying three new cutters to replace ageing vessels.



Sir Geraint Evans on stage as he opens the restored opera house at Newcastle upon Tyne

## Opera rises from the ashes

Sir Geraint Evans yesterday opened the Tyne Theatre and Opera House nearly a year after a disastrous fire.

The building was badly damaged last Christmas Day by a fire, believed to have been caused by an electrical fault.

After 11 months of repairs, costing £1.5 million, the 1,200-seat theatre has been restored in authentic Victorian style.

Sir Geraint knocked three times on the stage for luck and praised the 400 volunteers who made it possible. What makes the theatre unique is the wooden Victorian machinery which, when repairs are completed in six months, will operate a total of 22 trap doors covering the entire area of the stage.

"There is nothing like it in the world," Roy Hudd said. He said that the machinery, protected from the fire by a layer of rubbish, will be capable of "popping" an entire opera chorus up through the stage.

Seats, carpets, curtains, and equipment in the auditorium and bars have been copied in a blue and grey colour scheme from charred originals. Details, such as the name of Shakespeare written on the dome of the hall and lost in later redecorations, have been restored.

## Parents should be given more choice over education

By Trudi McIntosh

Most local education authorities rarely consult parents on their choice of education for their children, a national group campaigning for parental rights in education, said yesterday in London.

Mr Norris McWhirter, vice-chairman of the Parental Alliance For Choice in Education (PACE) said that because of this "the comprehensive school system has become a monolithic structure offering little choice of education for more than 80 per cent of parents."

With the closure of many grammar schools and increasing fees for private schools, most parents had no alternative but to opt for State-run schools.

PACE, whose council members include Baroness Cox, who is chairwoman, and Lord Harris of High Cross, is campaigning to have the two human rights relating to education contained in the European Convention on Human Rights, incorporated into British law as a Bill of Rights.

The European Convention on Human Rights states that the State should respect the right of all parents to have a choice of education and training according to their own religious and philosophical convictions.

Mr McWhirter said although Britain had been a signatory of the Convention since 1952, governments had since failed to offer most parents enough freedom of choice in education.

He said PACE will soon ask all local education authorities to carry out surveys into the choice of education parents want for their children, in every county and borough.

"Parental choice in education is a basic human right and one that should be at the top of every education authority's agenda," Mr McWhirter said.

A landmark decision by the local government ombudsman has ruled that London Boroughs cannot justify refusing a school place to a child outside their catchment area simply on the grounds of pupil numbers.

Children from neighbouring boroughs can appeal for a school place, and that appeal must be heard on its own merits, the ombudsman ruled.

The ruling came in a case brought against the Conservative-controlled London Borough of Croydon by a mother who lives in neighbouring Sutton. She had wanted her daughter to attend the same Croydon school as her sister but the council's appeals committee had ruled against her.

## Oil firms must clean up seabed

By David Young, Energy Correspondent

The new legislation which the Department of Energy is to introduce is designed to make sure that the seabed of the North Sea is left as safe and clean as possible once oil and gas fields reach the end of their economic life.

Mr Peter Walker, Secretary of State for Energy, has had long discussions with the UK Offshore Operators Association, representing the oil and gas industry, and the fishing industry.

The legislation will give him power to specify the extent to which any installation or pipeline must be removed.

It will also allow him to require companies to provide detailed costing for abandonment work and to demand evidence that companies involved will have the funds available to meet the cost.

The Government will be able to set safety standards, make detailed anti-pollution arrangements and order inspection checks to see that the work is carried out properly.

The changes also include updating arrangements for collecting and assessing the royalty payments from oil and gas fields. There is provision for the Government to repay royalties to companies who incur higher than expected costs on abandonment.

In addition all offshore installations will now have a 500-metre safety zone around them.

## Pledge to rebel pit union met

By Tim Jones

The Government yesterday fulfilled a promise to the breakaway Union of Democratic Mineworkers, whose members helped it to break the coal dispute because they would not go on strike without a ballot.

The Coal Industry Bill will give "all employee organizations within the industry the chance to achieve fair participation in the management of various trusts, welfare organizations and superannuation schemes".

Since the dispute ended, Mr Arthur Scargill, president of the National Union of Mineworkers, has refused to negotiate with British Coal on fair representation for the UDM.

In spite of the proposed legislation to achieve fair participation, the Bill will go only some way towards addressing UDM grievances.

Leaders of the Nottinghamshire-based union are bitter that British Coal refuses to allow them to negotiate in areas where their members are in a minority.

In addition, the Bill aims to give Mr Peter Walker, Secretary of State for Energy, powers to continue grant aid to the coal industry.

British Coal aims to achieve full-year financial break-even in 1988-89, and to reach full liability in 1989-90. The provision of the Bill extends the power to pay deficit grant to cover the financial years 1987-88 and, as a contingency measure, 1988-89.

## The proposals in The Queen's Speech - How will they affect your business? Consult the experts

CHARLES BARKER WATNEY & POWELL  
Parliamentary Consultants  
30, Farringdon Street, London EC4A 4EA  
Tel: 01 634 1000

## Radio and TV moves put off

The passing mention of broadcasting appeared to confirm that the Government has decided to put off legislation until after an election (Our Media Correspondent writes). The Government is still studying the Peacock report on broadcasting finance and will publish a Green Paper on the structure and future of radio. But no mention was made of the comprehensive broadcasting reform Bills ministers hope to introduce to phase-out the television licence and introduce community radio stations. The Home Office is known to favour Peacock's recommendation for a phase-out of the licence.

The Government and the Manpower Services Commission are pleased to announce the names of those organisations who have received a Fit For Work Award in 1986. An Award is given to those who have done most for disabled workers in the relevant twelve months by implementing constructive employment policies. Assessment is on an evaluation of the organisation's record and performance in accordance with the seven guidelines listed opposite. Employers with constructive employment policies and practices for disabled people are invited to enter next year's Fit For Work Scheme. Details can be obtained from the Manager, Central Awards Unit, Manpower Services Commission, Room W1030, Moorfoot, Sheffield, S1 4PQ. (Tel: Sheffield (0742) 704511) or from your local Jobcentre.



Guidelines \* A sound and effective policy on the employment of disabled people. \* Retention in suitable employment of employees who become disabled. \* Full and fair consideration for all disabled people who apply for employment. \* Smooth integration into work of disabled people, including provision of special aids or adaptation to the work environment. \* Full development of the skills and potential of disabled employees, and training and promotion opportunities. \* Involvement of trade union, employees' representative and/or employees in developing policies towards disabled workers. \* Close co-operation with local jobcentre services and Disablingment Advisory Service. In addition, account will be taken of: provision of employment opportunities to disabled young people; use of provision of sheltered employment or employment rehabilitation facilities; other activities to promote the employment of disabled people.

# Fit For Work Awards 1986

- Albright and Wilson Ltd, Whitehaven Works Chemicals
- Allied Insulators Ltd
- Applied Security Design Limited
- APT Electronics Ltd
- ARA Services Ltd
- Industrial Site Services
- Baxi Partnership Ltd
- Domestic Heating Appliances
- Beamort Engineering Co Ltd
- R.E.W. (Auto-Products) Limited
- Bowden Controls Limited
- Car Cable Manufacture
- Bowling Mills Combining Co Ltd
- Woolcombers and Dyers
- BP Petroleum Development Limited, Aberdeen
- British Gas, Eastern
- British Gas, North Thames
- Cables and Plastics Limited
- Channel Foods Limited
- Fish Processing
- Chilton Brothers Ltd
- Tertiles
- Copeland Borough Council
- Corgi Hosiery Limited
- Coventry Optical Co Ltd
- Crompton Machine Co Ltd
- Amusement Machines
- Crown Eyeglass Limited
- Cumbria Constabulary
- Cunninghame District Council
- Dalwa Sports Ltd
- Delta Accessories and Domestic Switchgear Ltd
- Dumbarton District Council
- City of Dundee District Council
- Essington District Council
- East Staffordshire District Council
- Edgar's Dairies Limited
- Ess-Team Engineering-Mynda
- Esso Research Centre, Abingdon
- Famous Names Limited
- G Farwell Ltd
- Plant Hire
- Ferodo Ltd
- Friction Plates
- Firststeel Metal Products
- L Fischer Ltd
- Bedroom Furniture
- Fluorocarbon Company Limited
- Plastic Surface Coating
- B Forster and Co Ltd
- Ladies' Clothing
- Fox's Biscuits Limited
- Francis Packaging Limited
- J R Freeman and Son Ltd, Port Talbot
- Cigars
- Furness Brick and Tile Co Ltd
- Furness Footwear Limited
- Gateshead Metropolitan Borough Council
- GEC Avionics Ltd, Rochester
- GEC Telecommunications Ltd, Kirkcaldy
- Gemini Furniture Ltd
- The George - THF Hotels, Crawley
- City of Glasgow District Council
- William Grant and Sons Ltd
- Distillers
- C E Reinke and Co Ltd
- Rubber Products
- Highland Regional Council - Social Work Committee
- The Holt-Jackson Book Co Ltd
- Library Booksellers
- Iford Laundry Limited
- International Twist Drill
- Engineering Cutting Tools
- Jaguar Cars Limited
- Kavli Ltd
- Cheese Manufacture
- Robert Kellie & Son Limited
- Artificial Limbs
- Laboratory Thermal Equipment
- Lambert Howarth Group plc
- Footwear
- Leeds City Council
- Littlewoods Pools
- The London Borough of Brent
- The London Borough of Hackney
- The London Fancy Box Company Ltd, Dover
- Lucas NSF Limited, Keighley
- Electronic Switches
- Lunesside Engineering Co (Haltoun) Ltd
- Aero Engine Parts
- S H MacKinnon & Co Ltd
- Knitwear
- J & D McGeorge Ltd
- Hosiery
- Manchester City Council - Cleansing Department
- James N Miller & Sons Limited
- Boat Builders
- Motherwell District Council
- NEI Mining Equipment Ltd DAC
- The Nodur Company Ltd
- Dart Board Manufacture
- Onlyway Products Ltd
- Hardware
- T I Parkray Ltd
- Solid Fuel Heating Appliances
- Pendefin Studios Ltd
- Pottery
- Pepperl & Fuchs GB Ltd
- Electronic Controls
- Plessey Naval Systems Ltd, Weybridge
- Post Office, Bolton
- Roxburgh District Council
- Rust Craft Greeting Cards (UK) Ltd
- Schofield Bros (Lpool) Ltd
- Mineral Water
- Siebe Services Ltd
- Printing
- Sibley Engineering
- Tom Smith & Clarke Ltd
- Lifting Equipment
- Squirrel Horn plc
- Confectionery
- Station Hotel, Dumfries
- Stelrad Group Ltd
- Engineering
- Swizzels Madlow Ltd
- Confectionery
- TBS (South Wales) Ltd
- Metal Furniture
- E W Thomson & Sons Ltd
- Hosiery
- Tudor Systems Ltd
- Automotive Accessories
- Turnberry Hotel and Golf Courses
- Vale Royal District Council
- Robert Victor Ltd
- Furniture
- Wardown Engineering Limited
- Weich Margetson
- Shin and Tie Manufacturer
- Woods of Colchester Limited
- Air Moving Equipment

Manpower Services Commission MSC ACTION FOR JOBS

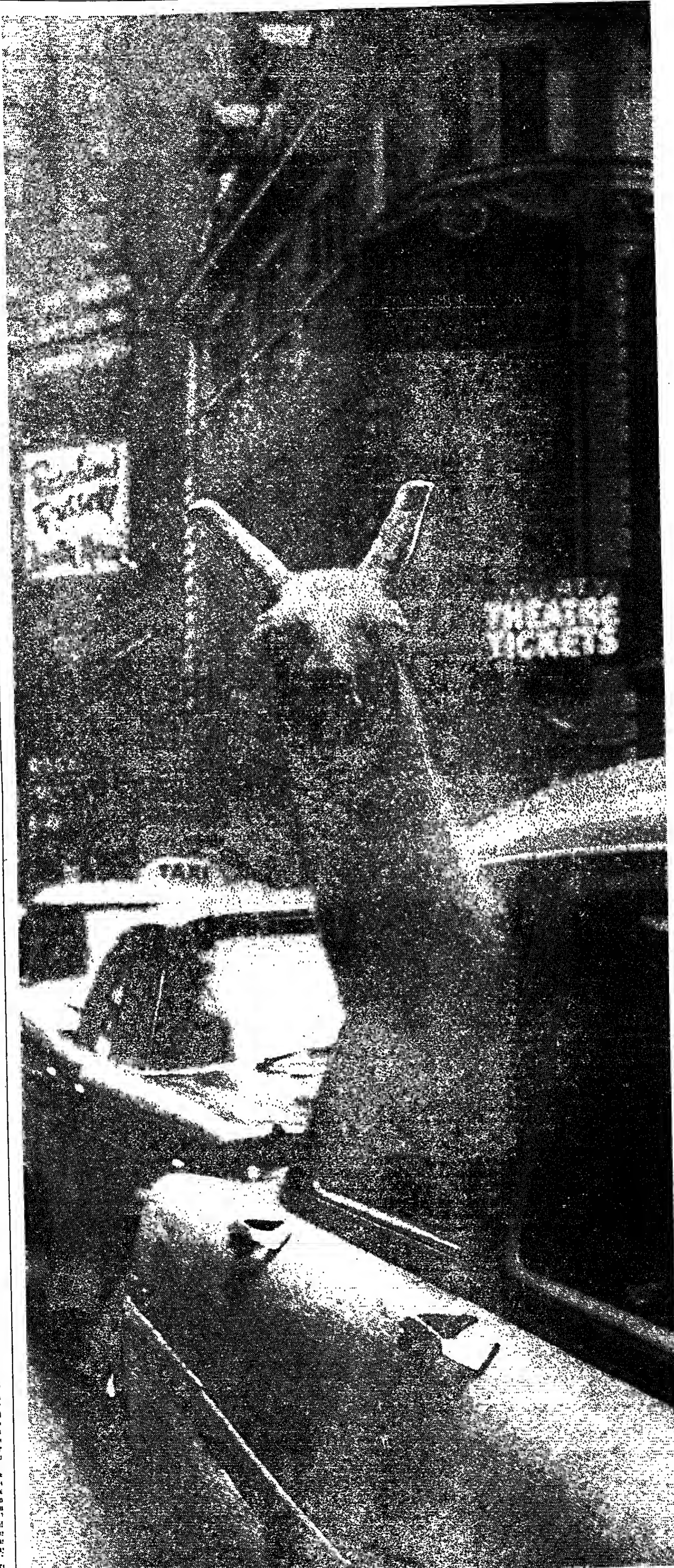


PHOTO: INGE ROBERTSON

LEICESTER

ALLIANCE & LEICESTER BUILDING SOCIETY

WINTER IN THE FOOTPRINTS OF THE GREAT

TO GET  
9.2% INTEREST  
ON YOUR  
SAVINGS YOU  
DON'T  
HAVE TO STICK  
YOUR  
NECK OUT.

The Premium Plus Account

+

Save £20,000 and  
get 9.2% p.a.

+

Immediate no penalty access  
on balances over £10,000

+

Save as little as £500  
get a full 9.0% p.a.

+

Withdrawals with  
2 months notice or 60 days  
loss of interest

+

Monthly income option  
available on £2,500 or over\*

+

Available at any branch of  
the Alliance & Leicester

**ALLIANCE + LEICESTER**  
Building Society

INTEREST IS NORMALLY PAID ANNUALLY AND THE RATES MAY VARY. \*MONTHLY INCOME AVAILABLE ON BALANCES OF £2,500 OR MORE, CURRENTLY 8.75%, OR 9% ON BALANCES OF £20,000 OR MORE. INTEREST RATES QUOTED ARE NET OF BASIC RATE TAX. ALLIANCE & LEICESTER BUILDING SOCIETY.

150

السؤال الأول

# Coach driver accused of causing motorway crash which killed 13

A coach driver was yesterday accused of causing one of Britain's worst motorway pile-ups in which 13 people died.

Preston Crown Court was told that John Bonnyman, aged 63, could not explain why his vehicle ploughed into a line of traffic at speed, and told police: "I could not get it to stop, that was all".

Four children were among those who died and another 42 were injured in the M6 disaster near Preston in October last year.

Photographs of the accident, one with the bus still in flames, were shown to the jury.

Mr Bonnyman, of Millar Place, Edinburgh, denies four specimen counts of causing death by reckless driving.

Mentioned in the charges are Mr Christopher Ryder, aged 39, of Church Street, Stockport; Mr John Pidduck, aged 61, of Cherry Tree Lane, Balerno, Midlothian; Mr



Mr John Bonnyman: Could give no explanation.

Colin Jobson, aged 29, of Rosehill Road, Wallsend, Tyne-and-Wear, and Mr Wilfred Oxley, aged 29, of Tranwell Close, Peggwood, Morpeth.

Mr William Waldron, QC, for the prosecution, told how the coach, carrying 42 passengers from Edinburgh to London, was in the centre lane in a steady flow of traffic.

Roadworks were in progress ahead, and as a result the narrow and centre lanes were closed off.

There was a gradual build-up of vehicles although there was good visibility for more than half a mile.

He said: "As he approached this tailback in the centre lane he continued without any appreciable slackening of speed. As if completely unaware of the stationary or slow-moving vehicles ahead, he drove his coach with great violence, travelling at a speed of around 60 mph."

A Fiesta car in front was knocked out of its path and burst into flames. Two people inside survived the impact but were burnt to death when it caught fire.

The coach carried on striking other vehicles before veering upwards and coming down on top of two cars which were trapped beneath it.

More vehicles were hit before the single-deck coach came to rest pointing towards the hard shoulder. But three passengers died when it caught fire, trapping them inside.

Mr Waldron said: "It has to be said that this accident and the death and devastation it brought about was caused by the reckless driving of the defendant."

He said that about 15 vehicles were involved in the

crash and 11 of them were completely destroyed.

The jury was told that Mr Bonnyman would probably have died as well but for the heroism of a passing lorry driver, who pulled him unconscious from the blazing coach.

When questioned at the Royal Preston Hospital 10 days after the crash, Mr Bonnyman could throw very little light on the accident, and could not recollect noticing any congestion, vehicles slowing down, or hazard lights.

"I saw something wrong in my nearside mirror and about three cars alongside me on my nearside. I was braking then. It was all so confusing. I couldn't get it to stop, that's all," Mr Bonnyman, an experienced driver who was severely hurt, said.

Asked for an explanation, he told police: "I'm sorry I can't give you an explanation."

Mr Waldron told the court: "There is no reason why anyone who was looking and paying attention could not have seen what was happening ahead and could not have stopped, not once but several times over."

"But unlike any other road user going south on that road at the time, the defendant appeared to have been completely oblivious of the traffic ahead. It is as if he was unaware there was anything whatsoever on the road."

"It will be natural for the defendant's position to arouse sympathy. But he drove at full speed into the back of stationary or near-stationary traffic without being aware of it until he was on top of them," he added.

The trial is expected to last two weeks.

# Survival dive in a dinner jacket



John Barry, former Marine, successful mountaineer, and leading member of last year's K2 expedition, swallow down a rope from an 11-storey building in Easton, London, to cut a tape and open an appropriately named Survival Shop (Photograph: Peter Tricvor).

# Sale room Art market goes into top gear for autumn season

By Geraldine Norman, Sale Room Correspondent

Auction records were falling like ninespins across two continents yesterday, as the art market moved into top gear for the autumn high season.

Highlights included Pop Art wall paintings for a large room by James Rosenquist at \$2,090,000 (estimate \$600,000-\$800,000) or £1,441,379 at Sotheby's, New York; 1,870,000 Swiss francs (unpublished estimate 1m first or 2763,265 for a jewel encrusted snuff-box made for Frederick the Great of Prussia at Christie's in Geneva, and \$2,800 (estimate £15,000-£20,000) for a depiction of a comfortable Edwardian interior, "Breakfast Time" by Harold Speed.

The Harold Speed picture had been sold from the estate of the artist's daughter at Fox and Sons of Worthing in July for £7,560, thus making a comfortable profit for the astute dealer who bought it.

Contemporary paintings from the estate of Robert C. Scull was the big event in New York, totalling £5,464,914, with only two lots unsold.

Scull ran a New York taxi firm called "Scull's Angels" and began collecting contemporary art in the late 1950s. He turned in successively on Abstract Expressionism, Pop Art and Minimalist Art, getting in ahead of the market.

The sale of 50 pictures from his collection at Sotheby's in 1973 put contemporary paintings on the auction map and for the first time auction prices ran ahead of dealers' and the auction market has not looked back.

The Tuesday night sale broke nine records for individual artists, including a Jasper Johns drawing at \$880,000 (estimate \$350,000-\$450,000) or £606,897.

The new Andy Warhol record looked positively cheap by comparison - a mere \$385,000 (estimate \$175,000-\$225,000) or £265,517 for a canvas covered with 200 one dollar bills.

In London, Sotheby's got the biggest total yet for a sale of modern British paintings at £1,868,945, with 16 per cent unsold.

Munnings was the most expensive artist on offer, but the new auction records included Stanhope Forbes at £67,100 (estimate £20,000-£30,000), Sir John Lavery at £59,400 (estimate £30,000-£40,000), Harold Harvey at £50,600 (estimate £25,000-£35,000) and Jack Butler Yeats at £35,200 (estimate £20,000-£25,000).

As if that was not enough, Sotheby's managed to secure a new auction price record for a historic woodwind instrument when a bass recorder by Peter Bressan of London, dating from the early eighteenth century, sold for £31,900 (estimate £15,000-£20,000).

In Geneva Christie's sold a south German astronomical table clock of about 1570 for 528,000 Swiss francs (£217,731).

The round clock has a gilt-bronze case embellished in high relief with a frieze of Orpheus charming the animals with his music. Only nine are known.

Sotheby's Geneva silver sale made £640,018 with 18 per cent unsold.

# Patient 'objected to drug'

A terminal cancer patient who died two days after allegedly being given a massive overdose of drugs objected to the doctor about the size of the dose, Leeds Crown Court was told yesterday.

Mr Ronald Mawson was often told by Dr John Carr, accused of attempting to murder him, to come to terms with his disease, it was alleged.

And Mr Mawson's wife, Marjorie, in the witness box, said Dr Carr would often "pat him and say are you going to accept it?"

Mrs Mawson said Dr Carr told her it would be a blessing if her husband died peacefully in his sleep.

Mr Mawson began to dislike the doctor because "he was not cheering him up and was asking him to concentrate too much on the disease," she said.

Mr Bernard Hargrove, QC, for the defence, said Dr Carr had no bedside manner, as some people would describe it. "He is a man with a very blunt manner," he said.

Dr Carr, aged 59, of Branch Road, Lower Wortley, Leeds, denies the attempted murder of Mr Mawson, a retired engineer from Fawcett Road, Leeds.

Mrs Mawson said that Dr Carr arrived uninvited about 11.15pm the day after her husband returned from a Leeds hospice and injected him in the top of his leg with Phenobarbitone.

Mr Mawson was heard to say: "I think you've given me a blooming big double dose there, haven't you?"

Mr Mawson, who was diagnosed as having inoperable lung cancer in January 1985, died two days after the injection in August 1985, at Wheatfields Hospice, Leeds. When cross-examined by Mr Hargrove, Mrs Mawson said her husband was forgetful, confused and agitated when he returned home. The case continues.

# Maxwell libel case

# Ingrams says Eye is not malicious

Mr Richard Ingrams, former editor of *Private Eye*, denied in the High Court yesterday that the satirical magazine was "in the business of destroying reputations".

But he accepted that anyone who appears in *Private Eye* is likely to have "something discreditable" said about them.

He was giving evidence on the eighth day of the claim by the publisher, Mr Robert Maxwell, for libel damages over two articles in the magazine in July last year. The magazine alleged he acted as Mr Neil Kinnock's paymaster in an attempt to buy a peerage.

Mr Ingrams told Mr Justice Simon Brown and a jury that the magazine would "have a go" if it thought somebody was saying one thing and doing another.

Although he accepted the magazine's policy could be "publish and be damned", it

# Jazz man wins libel damages

Kenny Ball, the jazz musician, won "substantial" libel damages in the High Court yesterday over allegations concerning a financial dispute with his former wife, Betty.

Mr Ball, aged 56, was reported to have merited the hatred of his family by his response to his former wife's claims and had misled the court about the state of his finances, his counsel, Mr Geoffrey Shaw, said.

The couple, who married in 1952, were divorced in October 1980. After a private court hearing into financial matters in March 1984, *The Sun* newspaper published an "exclusive" article about the proceedings.

Mr Shaw said there was no truth in the allegations which were made to a reporter outside court.

Mr Ball sued for libel to vindicate his reputation.

Mr Andrew Mouson, for News Group Newspapers, publishers of *The Sun*, said they unreservedly apologized and accepted that his conduct in defending his wife's financial claims was not open to criticism.

# Death fall

A woman survived for an hour yesterday after falling 200ft from the Clifton suspension bridge over the Avon Gorge at Bristol.

She was still breathing when firemen recovered her from the muddy banks of the river Avon but she died shortly afterwards in Bristol Royal Infirmary.

# New presenter

Caren Keating, daughter of the television and radio presenter, Gloria Hunniford, who is the former presenter of a television show for teenagers in Belfast, started a new job as co-presenter of the BBC's *Blue Peter* show yesterday.

# LEADING NEWSPRINT MANUFACTURER CONVERTS TO BRITISH COAL

Every day, Reed Paper and Board's mill at Aylesford in Kent produces enough newsprint for 2 million newspapers. As well as Reed Newsprint, the Aylesford mill also manufactures vast quantities of paper and board for the corrugated case industry.

All the heat and steam for the paper-making machines and the extensive papermill complex is now provided by boilers using British coal.

Five Babcock fluidised bed boilers, each rated at 65,000 lb of steam/hr, are at the heart of a totally new plant with integrated coal and ash handling.

Asked why coal was preferred to oil, Reed Paper and Board's Director of Purchasing, Michael Gadd comments: "The present low price of oil highlights its biggest problem. Continual price fluctuation makes long-term cost planning impossible. Yes, the price is down today, but sooner or later it will bounce back up again. We cannot live with that kind of situation. Tactical planning isn't for us - for

capital-intensive industries such as paper making, we must plan strategically over the next decade. And for that we need the price stability of coal."

Reed Paper and Board, like many of other forward-thinking companies, have turned to British Coal when it comes to an important investment in the future.

# Act now for real help with conversion costs

A Government Grant Scheme currently supports conversion to coal by providing up to 25% of the eligible capital costs. Loans at favourable terms (including deferred repayments) are also available from the European Coal and Steel Community.

# The plant and the technology

Industrial requirements can be met from a comprehensive range of packaged or purpose designed units with a variety of boiler and furnace types and ratings, all backed by a British Coal free technical service. Modern coal plant is fully

automatic with completely enclosed handling - a concept that meets the economic and aesthetic needs of the UK's leading industrial companies.

A final word from Malcolm Edwards, British Coal's Commercial Director: "No other source of energy can match British Coal's supply and pricing profile. The Government Grant Scheme, which isn't due to end until mid-1987, can make converting to coal one of the soundest investments your company has ever made. The time to talk is now."

Further information on the Coal Conversion Scheme is available from the European Coal and Steel Community, 100, rue de la Woluwe, 1200 Brussels, Belgium.

TT 1371/86

**BRITISH COAL** GET ALL FIRED UP ON BRITISH COAL

### Girl Monday.



### Girl Tuesday.



### Girl Wednesday.



### Girl Thursday.



### Girl Friday.



### Girl Saturday.



### Girl Sunday.



## Every day to the USA.

Non-stop to New York, Los Angeles, Houston, Dallas/Ft. Worth, Atlanta.

See your travel agent for details.

Daily service to Atlanta jointly operated by British Caledonian and Sabena using a Sabena B747.

**British Caledonian**  
We never forget you have a choice.

## Doubts on cost mar French joy over release of hostages

From Diana Geddes, Paris

While France greeted the return of two more of its hostages with delight yesterday, many people were demanding to know what price the Government had paid for their release.

Few believe that some sort of a deal has not been struck, and that more deals will be required to get the remaining five hostages out of Beirut.

M. Jean-Bernard Raimond, the Foreign Minister, has already announced that France has finally reached a settlement with Iran over the highly contentious problem of the repayment of the \$1 billion (£700 million) loan made by the Shah to the French Atomic Energy Commission in 1974.

M. Raimond said that he and his Iranian counterpart were ready to sign an agreement for the first instalment of that payment "within the next few days".

He declined to comment on whether the settlement was linked to the liberation of more French hostages, insisting that the "normalization" of relations with Iran would have taken place even if there were no hostages.

While the two French hostages released on Tuesday had been held by the Organization of Revolutionary Justice, a Lebanese Shia group with close links with Syria, at least three of the remaining five hostages are being held by the Islamic Jihad, a pro-Iranian Muslim group. Iran's support, as well as that of Syria, is therefore considered vital.

In this context, observers were interested to note that M. Jacques Chirac, the Prime Minister, thanked not only Syria and Algeria for their help in obtaining the release of the two French hostages, but also Saudi Arabia which had not previously been known to be involved. Saudi Arabia has

recently undertaken a rapprochement with Iran. On Monday, just before France approved the package of anti-Syrian measures proposed by Britain to its EEC partners, the official Iranian radio put out a broadcast praising the "intelligent policy" pursued to the Middle East by M. Chirac who, it said, had "improved relations with Tehran and Damascus".

The radio criticized "the attitude of the French Socialists and of President Mitterrand, who are trying to neutralize the efforts of M. Chirac, and those of the United States and Great Britain." Both Britain and the US have been selling arms to Iran.

Syria has also been praising M. Chirac's attitude toward the Middle East. "Not for a long time have relations with France been so good," Mr. Amil Choucri, the Syrian Chargé d'Affaires in Paris said.

One of the hostages, M. Marcel Coudari, aged 54, raised hopes of the liberation of more French hostages when he announced on his return to France: "Certain things are going to happen soon".

Seventeen hostages are still being held in Beirut, including two Britons, seven Americans, five Frenchmen, one Irishman, an Italian, and a South Korean.

Asked in Parliament yesterday about the liberation of the two hostages, M. Chirac said that their release had been obtained "without giving away anything which would be contrary to our honour and to our ideals... We have not allowed any arms sales with Iran, nor carried out any of the undertakings made by the Socialist Government concerning arms sales to Syria."

Earlier, as he tucked into such unfamiliar delicacies as *fillet de boeuf en croûte* and *mousse glacée Grand Marnier*.

Plumb nominated. Sir Henry Plumb, former leader of the National Farmers Union and now leader of the Conservatives in the European Parliament, was formally nominated yesterday as the Tory group's candidate for the presidency of the Parliament (Richard Owen writes from Strasbourg). The present President, M. Pierre Filifin, is nearly 80 and is due to step down next month. The presidential contest takes place in January.

He recounted with matter of fact detachment the diet of dried fish, dry bread and sugar loaves wrapped in newspaper given to Soviet prisoners during the month-long transfer from one labour camp to another, or to exile in Siberia. Euro MPs paused in mid-mouthful.

He warned the West not to accept the Soviet proposal - advanced last week at the Vienna conference on European security, attended by Dr Orlov - for a human rights conference in Moscow unless

the Russians accepted strict, watertight conditions on who could take part.

Otherwise the conference would be a stage-managed event along the lines of the Moscow Olympic Games, with dissidents kept well away or deported outside Moscow and with the stress on the lack of social and economic rights in the West rather than the Gulag. It was "a typical Soviet diplomatic manoeuvre".

Dr Orlov was invited to the European Parliament by Conservative MEPs led by Lord Bethell, MEP for London North-West.

Accompanied by Mr Vladimir Bukovsky, who won his freedom 10 years ago, Dr Orlov said he was grateful to all European politicians and to fellow scientists who campaigned for his release, which came about on October 5 as part of the Soviet-American deal which ended the Daniloff-Zakharov affair.

He said the struggle on behalf of other dissidents must not cease and must be conducted in a blaze of publicity as well as behind the scenes diplomacy. The West must insist on a direct link between human rights and security issues.

Dr Orlov, who was arrested in 1977 for founding the Moscow-Helsinki Monitoring Group, accused the left in Europe of failing to campaign for human rights in Russia.

Asked if Russia under Mr Mikhail Gorbachev, the Soviet leader, was moving toward democratization, Dr Orlov said there was greater freedom of the press but the lack of human rights was unchanged.

It was too early to assess Mr Gorbachev: he did not appear to have a personal interest in human rights, and was beholden to the KGB.

He was not the Prince's happiest game. At the end of each chukka he was quickly inspected by a doctor for heat stroke, he received a hefty smack on the wrist from an opposition mallet, and his stirrup broke. The prize of a Waterford Crystal vase, inevitably named the Sultan Qaboos Trophy, was awarded to the opposition despite the draw, on the grounds that they had won it at Windsor and therefore retained it. Major Ferguson was presented with a Khanjar, a traditional curved silver dagger, while the Prince was presented with a silver coffee pot and a kiss, by his wife.

It was a display of intimacy that had been an unmarred undergraduate at Qaboos University, would have had him sent down on the spot.

Both assured solicitors enquirers that they were bearing up in the heat, but nevertheless two ambulances have been added to their motorcade.

Fears that the Prince might dissolve in a puddle of sweat later in the day were dispelled when a cooling breeze blew across the packed sand ditch

staffed by British academics, including a Dean of Medicine, Dr Gill Heseltine from Nottingham and a squad of agriculture lecturers from Aberdeen. The reputation of Omanis will rise as they become qualified, and as the university builds up to its full complement of 3,000 undergraduates.

In response to the inevitable Thatcher question, academic staff said it was now "a thoroughly dead duck", and they were enthusiastic in their praise for the building, which faces Mecca with a magnificent mosque at its eastern end and no down-town life whatsoever.

The Prince and Princess, growing more accustomed to a far greater degree of heat than they had been led to expect, appeared relaxed, and the Prince in particular was in jovial mood. The Princess did her best to look interested as the plan of the university was explained to her, down to the siting of the car park, but she was in her element when she sat down with a giggling group of girl students, accepted a coffee, and discussed undergraduate life.

Which raises the question of what the students do at weekends. At least part of the answer, according to Professor Gamelin, formerly of Salford University and now Dean of Science at Qaboos, replied cautiously: "We would have to speak to their parents." Afrag al-Adawi, a 19-year-old female science student, was more forthright: "We don't do that; it's against our religion. If a man wants us, he goes straight to our parents and asks for us. We can always refuse."

The university is largely



Dr Yuri Orlov, the freed Soviet dissident, speaking to the European Parliament in Strasbourg.

## Orlov appeals for European support

From Richard Owen, Strasbourg

It is a long way from the labour camps of the Urals and exile in Siberia to the fleshpots of Strasbourg, but Dr Yuri Orlov, the Soviet dissident physicist, yesterday managed the transition with aplomb only just over a month after his unexpected release.

A frail, diminutive figure of 62, his care-lined face topped with a shock of straw coloured hair, Dr Orlov launched an eloquent plea to Euro MPs to ensure that Europe puts as much pressure on Moscow as the United States over human rights abuses.

Earlier, as he tucked into such unfamiliar delicacies as *fillet de boeuf en croûte* and *mousse glacée Grand Marnier*.

Plumb nominated. Sir Henry Plumb, former leader of the National Farmers Union and now leader of the Conservatives in the European Parliament, was formally nominated yesterday as the Tory group's candidate for the presidency of the Parliament (Richard Owen writes from Strasbourg). The present President, M. Pierre Filifin, is nearly 80 and is due to step down next month. The presidential contest takes place in January.

He recounted with matter of fact detachment the diet of dried fish, dry bread and sugar loaves wrapped in newspaper given to Soviet prisoners during the month-long transfer from one labour camp to another, or to exile in Siberia. Euro MPs paused in mid-mouthful.

He warned the West not to accept the Soviet proposal - advanced last week at the Vienna conference on European security, attended by Dr Orlov - for a human rights conference in Moscow unless

the Russians accepted strict, watertight conditions on who could take part.

Otherwise the conference would be a stage-managed event along the lines of the Moscow Olympic Games, with dissidents kept well away or deported outside Moscow and with the stress on the lack of social and economic rights in the West rather than the Gulag. It was "a typical Soviet diplomatic manoeuvre".

Dr Orlov was invited to the European Parliament by Conservative MEPs led by Lord Bethell, MEP for London North-West.

Accompanied by Mr Vladimir Bukovsky, who won his freedom 10 years ago, Dr Orlov said he was grateful to all European politicians and to fellow scientists who campaigned for his release, which came about on October 5 as part of the Soviet-American deal which ended the Daniloff-Zakharov affair.

He said the struggle on behalf of other dissidents must not cease and must be conducted in a blaze of publicity as well as behind the scenes diplomacy. The West must insist on a direct link between human rights and security issues.

Dr Orlov, who was arrested in 1977 for founding the Moscow-Helsinki Monitoring Group, accused the left in Europe of failing to campaign for human rights in Russia.

Asked if Russia under Mr Mikhail Gorbachev, the Soviet leader, was moving toward democratization, Dr Orlov said there was greater freedom of the press but the lack of human rights was unchanged.

It was too early to assess Mr Gorbachev: he did not appear to have a personal interest in human rights, and was beholden to the KGB.

He was not the Prince's happiest game. At the end of each chukka he was quickly inspected by a doctor for heat stroke, he received a hefty smack on the wrist from an opposition mallet, and his stirrup broke. The prize of a Waterford Crystal vase, inevitably named the Sultan Qaboos Trophy, was awarded to the opposition despite the draw, on the grounds that they had won it at Windsor and therefore retained it. Major Ferguson was presented with a Khanjar, a traditional curved silver dagger, while the Prince was presented with a silver coffee pot and a kiss, by his wife.

It was a display of intimacy that had been an unmarred undergraduate at Qaboos University, would have had him sent down on the spot.

Both assured solicitors enquirers that they were bearing up in the heat, but nevertheless two ambulances have been added to their motorcade.

Fears that the Prince might dissolve in a puddle of sweat later in the day were dispelled when a cooling breeze blew across the packed sand ditch

staffed by British academics, including a Dean of Medicine, Dr Gill Heseltine from Nottingham and a squad of agriculture lecturers from Aberdeen. The reputation of Omanis will rise as they become qualified, and as the university builds up to its full complement of 3,000 undergraduates.

In response to the inevitable Thatcher question, academic staff said it was now "a thoroughly dead duck", and they were enthusiastic in their praise for the building, which faces Mecca with a magnificent mosque at its eastern end and no down-town life whatsoever.

The Prince and Princess, growing more accustomed to a far greater degree of heat than they had been led to expect, appeared relaxed, and the Prince in particular was in jovial mood. The Princess did her best to look interested as the plan of the university was explained to her, down to the siting of the car park, but she was in her element when she sat down with a giggling group of girl students, accepted a coffee, and discussed undergraduate life.

Which raises the question of what the students do at weekends. At least part of the answer, according to Professor Gamelin, formerly of Salford University and now Dean of Science at Qaboos, replied cautiously: "We would have to speak to their parents." Afrag al-Adawi, a 19-year-old female science student, was more forthright: "We don't do that; it's against our religion. If a man wants us, he goes straight to our parents and asks for us. We can always refuse."

The university is largely

## WORLD SUMMARY

### Swiss take blame for toxic spill

Under pressure from angry European countries, Switzerland agreed yesterday to tighten environmental regulations regarding toxic chemicals and announced it would consider paying damages to those affected by the spillage of dangerous chemicals into the Rhine (Our Foreign Staff writes).

At a meeting in Zurich between Swiss leaders and environment ministers from West Germany, France, Luxembourg and The Netherlands, President Alphonse Egli said his country was committed to introduce safeguards to prevent another chemical disaster.

Although the Swiss have accepted responsibility and recognised that compensation is due, it was still not clear who would have to meet the growing costs of the damage, which is still harming long stretches of the Rhine, 12 days after 30 tonnes of toxic chemicals poured into the river from a Sandoz plant near Basel.

Holland alone has already estimated the cost of the damage would amount to "millions of dollars".

### Arafat on air Sex ads barred

Beirut - Mr Yasser Arafat, chairman of the Palestine Liberation Organization and the main force behind the Palestinian guerrilla revival in Lebanon, made his first, strategic appearance on Lebanese television in more than four years yesterday.

He made a scathing attack on the Syrian Government, its allies, the Shia Amal militia, and Israel.

Delhi (Reuters) - The upper house of the Indian Parliament yesterday approved a Bill barring the use of women as "sex symbols" in advertisements, television commercials and publications.

The measure bars the "indecent or derogatory" commercial representation of women, and bars publication and sale of offending material.

### Teaching in Basque

Madrid - Spain's constitutional court has upheld the Basque Government's provisions for giving local children an education in Euzkara, the Basque language, and approved giving money and official status to it (Richard Wig writes).

In a judgement significantly upholding the autonomous regions' responsibilities for education, now transferred from the central Government to the regions as part of devolution, the court rejected the Madrid Education Ministry's claim that the Basque law governing the *ikastolas* (Basque language schools) was unconstitutional.

### Kohl: No £271,000 apology stamp

Roma (Reuters) - Chancellor Kohl of West Germany will not apologise to Mr Gorbachev for remarks in which he appeared to compare him to Goebbels.

Her Kohl's foreign policy adviser said the Chancellor had already distanced himself from the remarks, published in *Newsweek* last month.

Los Angeles - An anonymous American industrialist has paid \$380,000 (£271,000) for an 1867 American one cent postage stamp - the second highest price ever paid for a single stamp (Ivor Davis writes).

It belonged to Mr Jerry Bass, who owns ice-hockey and basketball teams

### Mouse menace over

Billings, Montana (AP) - A man driving on an interstate highway was attacked by a mouse that apparently had been sleeping in the heater vent of his car and got too hot. As a result, Walter Miller's car ended up in a ditch near Billings on Monday night, and the mouse ended up dead.

Patrolman Dallas Adkins said Mr Miller, aged 59, was driving home when the mouse sprang from the dashboard, landed on his shirt and scurried up inside his coat. That caused Miller to let go of the wheel and grab for the mouse, Adkins said, and he lost control of the car and skidded off the road into the ditch.

Miller was unhurt, but the patrolman estimated there was \$500 (£344) damage to the car and four highway reflector posts.



### Three years ago ex-surgeon William Woodward couldn't even wash without help.

For an athlete (he rowed for Sydney University, Oxford and England) and an orthopaedic surgeon to be left after a stroke unable to do anything for himself meant Bill Woodward was almost helpless when he came to the Royal Hospital and Home for Incurables.

Being a brave man, with a determined team of nurses, doctors and therapists giving concentrated and orchestrated care, Bill can now do most things for himself, even though he still can't speak.

We have 330 patients like Bill. Please help such courage and such dedication. We are a registered charity (No. 205907) and rely on your donations, legacies and covenants.

Our Director of Appeals is Captain A. D. Hutton, OBE, RN (Ret'd), The Royal Hospital and Home for Incurables, Dept. TTW, West Hill, Putney, London SW15 5SW.

**ROYAL HOSPITAL AND HOME FOR INCURABLES**

**The Royal Hospital and Home for Incurables**  
PATRONS: HM THE QUEEN AND HM THE QUEEN MOTHER.



Share 150

# BRITISH GAS. THE BIGGEST UK FLOTATION EVER.

# IF YOU SEE SID TELL HIM

The British Gas flotation will be the largest ever undertaken in the UK - much bigger than either British Telecom or TSB. In total, over 4 billion shares will be offered for sale.

About 7 million people have already registered their interest and tens of thousands more are doing so every day. If you haven't done so already, you can

**Everyone can apply for a share of the shares.**

reserve a prospectus by phoning 0272 272 272 or by filling in the coupon.

Please send me a prospectus and application form when they are published.

(Tick) MR  MRS  MS  or TITLE (Specify) \_\_\_\_\_

FORENAME(S) \_\_\_\_\_

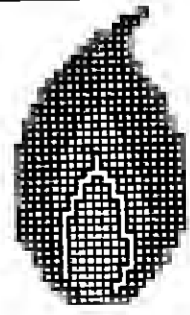
SURNAME \_\_\_\_\_

ADDRESS (in full) \_\_\_\_\_

\_\_\_\_\_

POSTCODE \_\_\_\_\_

When complete send to: **British Gas Share Information Office, P.O. Box 1, Bristol BS99 1BG.**



**British Gas**  
SHARE INFORMATION OFFICE

ciency which rose in an turn- on 7 and tum- les is here mil- mil- pend- to fine high not are this ages e as i es- LZT 270 ted the t to inter- ad. ted but ell n. at, ver nd im- sh- fi- i-

The Falklands dispute

Alfonsín to seek US backing on fish zone

From Christopher Thomas, Washington

President Alfonsín of Argentina is to hold talks with President Reagan at the White House next week, during which he will seek a public declaration of support for Argentina in its dispute with Britain over fishery rights around the Falkland Islands.

But a senior administration official told The Times that the US is determined not to offend either of the allies and would keep out of the dispute as far as possible.

"You are certainly not going to see anybody shouting between Buenos Aires and London," he said. "We do not want to get in the middle of this one."

Privately, however, some officials said the Administra-

tion was upset that Britain's action had forced it into such a difficult diplomatic corner. An Argentine government official said yesterday that President Alfonsín, who will probably meet Mr Reagan on Monday, would seek to persuade the United States "to return to the field" by publicly supporting Argentina.

There is clear delight among Argentine diplomats that the US has steadily moved away from its strong support of Britain after the Argentine invasion of the Falklands in 1982. The US policy of neutrality is widely interpreted in Latin America as a move towards the Argentine position and as an attempt to mend fences with the southern hemisphere.

President Alfonsín, who will be in the US for four days, has held private talks with Mr George Shultz, the Secretary of State, at the meeting of the Organization of American States (OAS) in Guatemala City this week. Argentine officials said they were delighted at their outcome, details of which are not known.

Argentine diplomats are delighted that Mr Shultz voted with the other 30 OAS foreign ministers on Tuesday for a resolution criticizing Britain for its declaration of a fisheries conservation area around the Falklands. It fell short of an outright condemnation of Britain but said that the action had injected new tension into the volatile Falklands situation.

OAS tackles peace deadlock

From Martha Honey, Guatemala City

The Organization of American States (OAS) yesterday debated a draft resolution on the Central American conflict in an effort to break the deadlock on the Contadora Group's peace proposals.

Having successfully passed a consensus resolution on the Falkland Islands crisis late on Tuesday, the 31-member states are now tackling the complex and divisive problem of escalating war in Nicaragua.

After two days of private meetings, the foreign ministers of the Contadora coun-

tries of Mexico, Panama, Venezuela and Colombia, and the Support Group countries of Argentina, Brazil, Uruguay and Peru submitted a draft resolution tacitly condemning US policy in Central America. It read: "The worsening of the Central American crisis could unleash sharp tensions and conflicts across the continent."

Many Latin-American diplomats here express fear of a full-scale war in Nicaragua, believing that it could lead to direct US military involve-

ment and open conflict between Nicaragua and its pro-US neighbours. Observers have noted the presence of a number of high-ranking military officers from the US and Central American countries at this year's OAS meeting.

The draft resolution states that "it is imperative to avoid war in Central America" and urges all countries "directly or indirectly involved in the conflict" to work towards a negotiated settlement under the auspices of the Contadora Group.

Brasilia attempts to halt economic melt-down

From Mac Margolis, Rio de Janeiro

Growing distortions in the Brazilian economy, such as creeping inflation, a binge in consumer buying, and a flourishing black market, have threatened to undo the country's nine-month-old economic reform and forced the hand of President Sarney.

On the eve of important nationwide elections for Parliament and state governors, officials in Brasilia have prepared a battery of adjustments, to be implemented soon after Saturday's vote.

Now, for the second time in nine months, businessmen and

consumers are bracing themselves for yet another major economic package, or package. The mood here appears to be a mixture of worried anticipation and relief.

The major reforms, yet to be officially announced, will reportedly include a hike in residential rates for public utilities (gas, electricity and telephone), and higher sales taxes for some consumer items.

The adjustments are being called "Phase Two" of the Cruzado Plan, the inflation-fighting plan named after a new currency which earlier this year replaced the inflation-battered cruzeiro.

In July, the Government imposed a series of surtaxes and "compulsory loans" on petrol and automobile purchases, but the measures did little to contain a frenzied consumer spending spree or to rein in government spending.

This time, to curb the burgeoning public deficit, the Government will probably phase out massive subsidies on wheat, which cost Brasilia \$1.5 billion (about £1 billion) a year.

Government economists are also studying a change in the formula for calculating inflation, which reached 2 per cent last month, the highest rate since the Cruzado Plan was



Relatives and friends paying their last tributes to Vyacheslav Molotov, the former Soviet Foreign Minister during the Stalin era, at the funeral ceremony in Moscow's Novodevichy cemetery yesterday.

Mafia lawyers accuse minister of perjury

From Peter Nichols, Rome

The ill-fated mass trial of alleged Mafia criminals yesterday took another turn when lawyers representing the family of murdered General Carlo Alberto Dalla Chiesa, the prefect of Palermo, requested that Signor Giulio Andreotti, the Foreign Minister, be charged with false testimony.

The request came after Signor Andreotti told the court, which had moved from Palermo to Rome to hear the evidence of three government members, that he had not

discussed the subject of the Mafia and politics with the general shortly before he became prefect.

His evidence was contrary to an entry in the general's diary in which he wrote that he had told Signor Andreotti that he would have no regard for the minister's Christian Democrat followers in Sicily in his fight against the Mafia.

The request for charging Signor Andreotti will now go to the Public Prosecutor's Office in Palermo.

Clown who focuses on death

From Geoffrey Matthews, Bogotà

Armero's once resident clown, Luis Enrique Moreno, has changed his make-up and his act. Once known as "Sonrisal" ("Smiley") these days he calls himself "Lagrimitas" ("Little Tear Drops").

The face that used to light up with hilarity is now locked in despair. His greasepaint is a cadaverous grey with large pear-shaped tears pencilled on his cheeks. His act focuses on the black humour of death.

Señor Moreno, aged 30, is a survivor and symbol of the volcanic eruption in Colombia that, a year ago today, triggered flash-floods and mud avalanches which wiped the town of Armero off the map.

The exact death toll will never be known, but it may have reached 27,000, according to a new official report.

Señor Moreno, who used to perform at children's parties, has been touring encampments of fellow-survivors. His aim is to prove that "death did not triumph at Armero".

Despite the millions of dollars in national and international aid that poured in the great majority of survivors remain homeless, unemployed and desperate because of bureaucratic chaos.

Mubarak pledge on debts

From Robert Fisk, Cairo

In what amounted to a declaration of financial independence, President Mubarak yesterday promised to pay back Egypt's enormous debts to overseas creditors, but refused to countenance foreign "interference" in Egypt's economy, indicating that he would refuse to cut food subsidies or institute realistic exchange rates for the Egyptian pound.

The International Monetary Fund - which has demanded just such measures in return for a billion dollar credit - is, however, unlikely to have set much store by the speech; bankers know that Mr Mubarak is likely to work towards these goals.

Egypt, the President told the new session of the Egyptian Parliament in Cairo, would repay its debts on time but acknowledged that the country's annual population increase of one and a half million people was an obstacle to economic progress.

In his speech, which also marked the inauguration of his new Cabinet, Mr Mubarak also condemned the Israeli Prime Minister's plans to construct further Jewish settlements in the occupied West Bank and Gaza Strip.

Ukraine trains in fatal collision

Moscow (Reuter) - A number of passengers were killed when the Kiev-Donetsk and Krivoi Rog-Kiev trains ramed into each other at the small station of Koristovka near Kiyvograd in the Ukraine early on November 6.

The public prosecutor has started an investigation into the cause of the crash, which involved human casualties, Tass said. No further details were immediately available.

Looking too far ahead

Belgrade (Reuter) - With inflation in Yugoslavia running at more than 90 per cent, the Belgrade daily Politika reports that a man in the Serbian town of Pirot has bought a coffin because he was afraid it would be too expensive by the time he needed it.

A coffin costs 50,000 dinars (£32), about an average monthly Yugoslav pay check.

Sun's people

Peking (Reuter) - The governments of China and Taiwan both marked the 120th anniversary of Sun Yat-sen, the man who founded republican China, and both claimed, as always, to be his true successors.

Car killing

Caserta (AP) - Gunmen firing from a car killed four local underworld figures and wounded a fifth yesterday outside a building site.

Crow halt

Tokyo (Reuter) - Two of Japan's super-fast long-distance "bullet" trains were stopped dead in their tracks yesterday, apparently because a crow caused a short circuit.

Tonga trip

Tel Aviv (Reuter) - President Herzog of Israel will make a stop this week in Tonga as part of his 19-day state visit to the South Pacific.

Trade in flesh

Delhi (Reuter) - Indian police claim to have broken up a "flesh trade racket" selling Calcutta and Bangladesh factory girls to Delhi brothels at £170 apiece.

Advertisement for UNISYS. The background features a large, stylized graphic of a person's head and shoulders, rendered in a dark, textured style. The text is white and arranged in a vertical column on the right side of the image. The main headline reads: 'We are at a watershed in the evolution of the computer industry. With the formation of Unisys, the level of global computer competition becomes truly significant for the very first time.' Below this, it states: 'Separately, the worldwide achievements of Sperry and Burroughs are renowned. Together as Unisys, those two fine global reputations are not merely added, but raised to a new level. To a whole new power: operations on every continent - 100 countries - with nearly 60,000 installations worth \$30 billion. But it's a reputation still based on one single premise: value to the customer. In today's competitive global economy, that makes a world of difference.' At the bottom, the UNISYS logo is displayed in large, bold, white letters, with the tagline 'The power of 2' underneath it.

# Pretoria agrees to release Machel crash black boxes

From Michael Horsby, Johannesburg

South Africa agreed yesterday, after more than three weeks of haggling, to release the "black boxes" of the Tupolev TU 134 aircraft which crashed on October 19 just inside South African territory, killing President Samora Machel of Mozambique and 33 others.

Pretoria has also announced that two Britons and an American have accepted invitations to sit on South Africa's own board of inquiry into the crash under Mr Justice Cecil Margo, which is expected to begin its work some time in January.

The "three wise men", as they have been dubbed here,

## Homeland arrests

Six more people were reported yesterday to have been arrested in the KwaNdebele tribal homeland, under the state of emergency regulations (Michael Horsby writes from Johannesburg). They include a deputy sheriff and court messenger, a local businessman and a PRO for a football club.

are Colonel Frank Borman, who commanded America's Apollo 8 space mission, Sir Edward Eveleigh, a former Lord Justice of Appeal, and Mr Geoffrey Wilkinson, a former Chief Inspector of Accidents in the Department of Transport.

In a statement released here yesterday, the Foreign Minister, Mr R. F. "Pik" Botha, said Mozambique and the Soviet Union had agreed that Pretoria should select one of two "black boxes" containing identical data and send it to Moscow for decoding and analysis.

Mr Botha said that the two boxes recorded information about "the functioning of the plane in flight and other physical elements which influenced the flight".

The Soviet Union, as the manufacturer of the Tupolev TU 134, which also had a Russian crew, is in sole possession of the computer programme capable of deciphering the information in the boxes.

Pretoria was initially very reluctant to hand the box over to the Russians, claiming that its contents could be tampered with so as to seem to corroborate allegations that President Machel's plane had been shot down or lured to its doom.

After a meeting of frontline states in Maputo, the Mozambique capital, at the end of last month, President Kaunda of Zambia suggested publicly that the South Africans could have used "electronic interference" to disorient the pilot.

Mr Botha further disclosed that a third box, containing cockpit voice recordings, would be "taken to a neutral country for decoding and analysis in the presence of South African, Russian and Mozambican technicians".

Representatives of the International Civil Aviation Organization, and experts from other countries, would also be invited to attend.

Meanwhile, a South African lawyers' organization, the Democratic Lawyers' Congress, has called the seizure by Pretoria of documents found at the site of the October 19 crash an act of "international theft and piracy".

The organization said the disclosure of the contents of the documents, which purport to reveal a plan by Mozambique and Zimbabwe to overthrow the Government of neighbouring Malawi, was an attempt "to divert world attention from the ongoing investigation into the crash".

Colonel Borman was already a highly experienced test pilot when he commanded the Gemini 7 space mission in 1965. In December, 1968, he commanded Apollo 8, the first manned space flight to go into orbit round the moon.

Mr Wilkinson has taken part in several hundred air accident investigations, including one in Yugoslavia involving another Tupolev TU 134. A test pilot, he is thought to be the only Westerner who has flown the Soviet-made aircraft.

Sir Edward Eveleigh has been involved in a number of public inquiries into air crashes.



A black riding on a bus in Durban yesterday after the whites-only buses in the Indian Ocean port city were desegregated to allow anyone to use them. There was mixed reaction from commuters — most did not mind but some were very irate.

# Township violence claims two

Johannesburg (Reuters) — A black man was burned alive and a black woman stoned to death in South African township violence, raising the death toll to about 380 since a state of emergency was imposed on June 12.

The Government's Bureau for Information said that the man was attacked in Soweto, near Johannesburg, on Tuesday night by a group of blacks.

The woman was murdered by about 70 youths who also set fire to a home in Katlehong, east of Johannesburg, the bureau said. About 100 youths set fire to a delivery vehicle in Katlehong.

More buses were stoned on Tuesday in Soweto, where fare increases have sparked off a new outburst of violence.

Eight people hurt in two bomb blasts in the small mining town of Newcastle on Tuesday were still in hospital yesterday, three of them in a serious condition.

Twenty-three people — 20 blacks and three whites — were hurt when bombs placed in dustbins exploded in a shopping centre and in a magistrates' court.

# Botha visit upsets Portugal

South African group in Madeira

From Martha de la Cal, Lisbon

President Botha of South Africa's two-day "private" visit to Madeira is causing a huge embarrassment to the Portuguese Government.

President Botha, accompanied by the South African Foreign Minister, Mr R. F. "Pik" Botha, and 20 other people, was invited by a group of 50 Portuguese businessmen from Madeira who are established in South Africa. The businessmen also flew into Madeira by charter plane to meet President Botha.

The Regional President, Senhor Alberto Joao Jardim, received President Botha at the airport and will offer a banquet for him and his group at the government palace in Funchal. President Jardim, who visited South Africa last month, has publicly praised President Botha's policies and was opposed to sanctions against South Africa.

The Foreign Ministry in Lisbon said there would be no contacts between the Portuguese Government and President Botha. All of the political parties in Parliament, except the right-wing Christian Democrats, presented a motion of protest against the visit which will be discussed in Parliament today.

An official spokesman for President Soares said that the President had not been previously consulted about the visit by the South African President, but when he became aware of it, he had taken the matter up with the Prime Minister, Senhor Cavaco Silva. The premier has been put in a particularly difficult position because Regional President Jardim is a member of his own Social Democrat party, and Madeira is a major stronghold of Social Democrat votes.

He has made no comment on the visit, leading the Socialist Opposition to accuse him of "patting party interests before foreign policy".

Only a minor local government official represented Paris at the museum opening in the Picardy village of Longueval.

At present, some 100,000 people born of immigrant parents automatically acquire French citizenship every year.

The proposed new code also aims to end the virtually automatic acquisition of French nationality by foreigners who marry French citizens.

The Government says this is necessary in order to stop the abuse of "marriages of convenience".

M. Albin Chalandon, the Justice Minister, has notably claimed that "ETA terrorists living in France are marrying French girls to avoid being expelled."

To date, a foreigner married to a French citizen and wanting to acquire French nationality, simply has to file a formal request after six months of marriage. Under the new code, however, he or she will have to go through the same naturalization process as any ordinary immigrant, save that the normal five-year residence requirement will be waived.

M. Mitterrand told yesterday's Cabinet meeting that he "deplored" several of the measures in the proposed new code.

An Elysée Palace spokesman said the new code was "based on a philosophy which he (M. Mitterrand) does not share". He said the President feared, in particular, that "thousands of young, already torn between two cultures, would be further marginalized".

The Socialists have promised to fight the new code "tooth and nail" when it goes before Parliament, arguing that it is "inadmissible, dangerous, and marked with the stamp of racism".

# Cabinet votes for tougher laws on French citizenship

From Diana Geddes, Paris

Radical changes in the French code of nationality, aimed at limiting the number of immigrants able to acquire French nationality, were approved by the Cabinet yesterday despite strong criticism from President Mitterrand, the Council of State, the Catholic Church and human rights groups.

Under the proposed new code, a person born in France to immigrant parents will no longer have the automatic right to French citizenship on turning 18. He will now have to apply for citizenship between the ages of 16 and 23.

Citizenship may be refused if he has been sentenced to more than six months' jail; has not become adequately "integrated into French society, notably through a sufficient knowledge of the French language"; has been the subject of an expulsion order; or has been assigned to an officially designated residence by the courts.

At present, some 100,000 people born of immigrant parents automatically acquire French citizenship every year.

The proposed new code also aims to end the virtually automatic acquisition of French nationality by foreigners who marry French citizens.

The Government says this is necessary in order to stop the abuse of "marriages of convenience".

M. Albin Chalandon, the Justice Minister, has notably claimed that "ETA terrorists living in France are marrying French girls to avoid being expelled."

To date, a foreigner married to a French citizen and wanting to acquire French nationality, simply has to file a formal request after six months of marriage. Under the new code, however, he or she will have to go through the same naturalization process as any ordinary immigrant, save that the normal five-year residence requirement will be waived.

M. Mitterrand told yesterday's Cabinet meeting that he "deplored" several of the measures in the proposed new code.

An Elysée Palace spokesman said the new code was "based on a philosophy which he (M. Mitterrand) does not share". He said the President feared, in particular, that "thousands of young, already torn between two cultures, would be further marginalized".

The Socialists have promised to fight the new code "tooth and nail" when it goes before Parliament, arguing that it is "inadmissible, dangerous, and marked with the stamp of racism".

The court found "special circumstances" for not imposing the death penalty in view of the fact the two men were teenagers when they committed the murders, and had served as guerrillas in the 1972-80 Rhodesian war.

Mr Prankerd and his sister came from Oakford, Devon, while Miss Jones's home was in Loughborough, Leicestershire.

Party resignation: One of Zimbabwe's 10 white senators, Mr Terence Oat, has resigned from Mr Ian Smith's right-wing Conservative Alliance Party because he is dissatisfied with its "confrontationist" attitudes towards Mr Robert Mugabe's Government.

The court found "special circumstances" for not imposing the death penalty in view of the fact the two men were teenagers when they committed the murders, and had served as guerrillas in the 1972-80 Rhodesian war.

Mr Prankerd and his sister came from Oakford, Devon, while Miss Jones's home was in Loughborough, Leicestershire.

Party resignation: One of Zimbabwe's 10 white senators, Mr Terence Oat, has resigned from Mr Ian Smith's right-wing Conservative Alliance Party because he is dissatisfied with its "confrontationist" attitudes towards Mr Robert Mugabe's Government.



President Botha: "private" visit causes embarrassment

# Sydney court set for fresh wrangle over sensitive MI5 papers

The legal wrangle over confidential documents on MI5 operations and the investigation of Sir Roger Hollis, a former Director-General, is likely to resume in the New South Wales Supreme Court tomorrow.

A deadline set by the court last week for production of the papers expired yesterday without apparently resolving the wrangle between the British Government and Mr Peter Wright, a former counter-intelligence agent in MI5.

The Government, which on Monday is to start proceedings in the same court to have publication of Mr Wright's memoirs suppressed, said through the British High Commission in Canberra yesterday that it had complied with the court's ruling last week to make the papers available.

But counsel for Mr Wright and the Hememann company of Australia, which wants to publish his book, said a new application for "particular discovery" would be made to the court tomorrow, indicating that in his view the material submitted had not been complete.

Last week's ruling appeared to oblige the Government to hand over background briefings and notes on the investigation of Sir Roger, 60, Mrs Thatcher's 1981 state-

ment to the Commons that he was not a Soviet double-agent, and to say whether other books on the British Intelligence Service, by Chapman Pincher and Nigel West, had official clearance.

It was, however, denied by a spokesman for Mr Bowen, who confirmed that the Security Cabinet had considered the Havers request on Monday, but said that no decision had been taken.

A spokesman at the Prime Minister's office said no comment could be made on matters before the Security Cabinet, a council consisting of Mr Hawke and five senior ministers.

There is actually a clear Australian Government interest in the case which goes beyond the fact that when Mr Wright retired from MI5, he chose to live out his days in a windswept corner of Tasmania.

Sir Roger was involved in the setting up of ASIO, the Australian Security Intelligence Organisation. Noting the significance of this for Australia, Mr Justice Powell, who will hear the application, remarked last week that if the former MI5 Director-General was a double agent, "then ASIO is a pack of cards and we will have to start again".

# First visit to West Gorbachov deputy on trip to Finland

From Olli Kivinen, Helsinki

The Kremlin's number two, Mr Yegor Ligachev, arrived in Finland yesterday for a four-day visit, his first to a Western country.

Mr Ligachev is one of the three Soviet leaders who is a member of the Politburo as well as being Secretary of the Central Committee. He is officially the guest of the Finnish Social Democratic Party, but he will also meet President Koivisto.

In his written arrival statement, Mr Ligachev emphasized the importance of political parties and organizations during the post-Yegor work for nuclear disarmament.

He also praised the co-operation between the Soviet Communist Party and the Finnish Social Democrats and the importance of good Soviet-Finnish relations for the stability of northern Europe, and Europe as a whole.

This is the first visit by a top member of the present Soviet leadership to Finland, and the Finns are anxious to ensure that their special neutrality, based on trouble-free relations with their great neighbour while maintaining a democratic Western society, will remain stable during Mr Gorbachov's time.

President Koivisto, who runs the country's foreign policy, has established good relations with the Soviet Union during his years in office. His talks with Mr Ligachev are expected to cover a wide range of subjects, from international tensions to trade.

The fall in oil prices has led to a serious fall in Soviet-Finnish trade, which is conducted on a barter basis. Finns have not been able to find new items to import from the Soviet Union to fill the gap.

Relations between the Finnish Social Democratic Party of the Soviet Union have been, and will go on being, of strategic importance in links between the international labour movement, Social Democrats and Communists.

Mr Sorsa said in an interview just before Mr Ligachev's visit that it was much more than an inter-party exchange. "In international relations, meetings at the personal level always have a special significance," he said.

Relations between the Finnish Social Democratic Party of the Soviet Union have been, and will go on being, of strategic importance in links between the international labour movement, Social Democrats and Communists.

Mr Sorsa said in an interview just before Mr Ligachev's visit that it was much more than an inter-party exchange. "In international relations, meetings at the personal level always have a special significance," he said.



Mr Rodolfo Salas, the jailed guerrilla commander, acknowledging his supporters in Manila after government prosecutors filed new charges of rebellion and murder against him.

# Military abuses drop sharply since Marcos

From Keith Dalton, Manila

Military abuses against civilians have dropped sharply since President Aquino took power in February and these violations which continue are due mainly to the "hardline stand" of Mr Juan Ponce Enrile, her Defence Minister, a church-based human rights group has reported.

Task Force Detainees (TFD) reported a 70 to 75 per cent decrease in human rights violations from February 25 - when Mrs Aquino became President - to September 30, compared to the whole of 1985.

The biggest decline was in the number of arrests, according to Sister Roberta Illumin, TFD director. The monthly average of arrests this year is 86. In 1985 it was 497.

The monthly incidences of summary executions, torture and disappearances has declined by approximately 50 per cent.

Sister Illumin said that although Mrs Aquino released 345 political prisoners since taking office, 188 detainees remain in jail or "trumped up charges".

Under the Aquino Government there have been 603 arrests, 238 cases of torture, 88 summary executions (30 of them following military arrests), the disappearance of 33 people after their arrest and 10 military related cases of outright disappearances.

The 12-year old TFD, recognized by the London-based Amnesty International, accused Mr Enrile, for 16 years the Defence Minister of the ousted President Marcos, of being "chiefly responsible" for continuing human rights abuses.

"We could relate (these abuses) in terms of Minister Enrile's counter-insurgency programme," Sister Illumin said.

Guerilla charged: Government prosecutors yesterday filed new charges of rebellion and murder against Mr Rodolfo Salas, the top guerrilla commander captured in Manila two months ago as rumours of a coup by disgruntled Philippines military officers persisted (Renter reports).

# Sweden attacks British and US economic policies

# Carlsson sees dangers for democracy

From Tony Samstag, Stockholm

Mr Ingvar Carlsson, the Prime Minister of Sweden, has launched a strong attack on British and American economic policies as having precipitated "a crisis in the industrial state", which, he said, could endanger "the whole democratic political system".

Mr Carlsson told The Times that policies which traded off increased unemployment against lower inflation had led to 35 million jobless people in the Organisation for Economic Co-operation and Development (OECD) nations, and an apathy among voters that had led to a "shocking" turnout of less than 40 per cent in last week's American elections.

"You cannot have generation after generation having no chance to get work, to get a job," he said, "I would even say that it is perhaps the most serious threat to democracy in the world today."

"I don't know what the leaders in the Eastern Cou-

Democracy, he said, "must be a question of taking part as much as possible, and if people don't even take part in the elections, then there is danger, great danger."

Despite reports in some British newspapers that the Scandinavian welfare state was dying if not dead as a system, Sweden - where the average turnout in elections is over 90 per cent - had shown that there was "a third way", combining a vigorous economy, low unemployment and social responsibility in government, Mr Carlsson said.

Relations between the Nordic Social Democratic parties, "at least the Swedish party", and the British Labour Party had "never been better", he added. He hoped socialists would "come together" in the near future to discuss "the worst crisis since the 30s" and "to form an alternative to these Conservative policies".

Speaking of Mr Olof Palme, his predecessor who was assassinated in February, he said: "For me personally, it was not only the fact that we lost the Prime Minister and

minism states are saying, but certainly they are very impressed. If we in the democracies cannot get out once every second, every third or every fifth year to vote in our political system, then something is wrong. If I were an American politician I would be scared."



Mr Carlsson: no point trying to imitate Olof Palme.

# Ethnic riots threaten Sri Lankan economy

From Vijitha Yapa, Colombo

The Sri Lankan Finance Minister, Mr Ronnie de Mel, presented his tenth successive budget yesterday claiming that without peace the country faced ruin.

"Those who obstruct peace will go down in history as traitors to our country," he said, adding that they could also divide the island.

He blamed ethnic riots for retarding the country's economic growth. After three years of conflict, he said, the island was beginning to feel the strain and bare the scars.

The 1987 budget, however, is the largest Sri Lanka has ever had, with expenditure estimated at £1.8 billion.

To bridge the budget deficit, Mr de Mel has turned to foreign grants and co-operation loans and domestic resources.

He said foreign financing of the budget would mean that debt servicing, which represented 15 per cent of exports in 1985, is set to rise to around 30 per cent in 1987. Inflation, now running at 1.5 per cent, is set to rise to 6 per cent.

Taxes have been raised on alcohol, cigarettes, stamp duty, wheat, petroleum products and private provident funds. Concessions have been granted to exporters and for Sri Lankans working for foreign remittances.

# ENTERTAINMENTS

<p><b>CONCERTS</b></p> <p>BARBICAN HALL 625 8705/6330</p> <p>ROYAL FESTIVAL 61-625 2121</p> <p>ROYAL OPERA HOUSE 730 7300</p> <p><b>OPERA &amp; BALLET</b></p> <p>COLLETT'S 525 2141</p> <p>ENGLISH OPERA HOUSE 730 7300</p> <p>ROYAL OPERA HOUSE 730 7300</p> <p><b>THEATRES</b></p> <p>ADDRESS 625 7611 or 240 7913</p> <p>ME AND MY GIRL</p> <p>DAVE ALLEN LIVE</p> <p>BRIGHTON BEACH MEMOIRS</p> <p>CARTOONS</p>	<p>AMBAZASSOR 01-436 6111 or 625 1171</p> <p>LES LIAISONS DANGEREUSES</p> <p>APOLLON THEATRE 437 2663</p> <p>APOLLON THEATRE 437 2663</p> <p>APOLLON THEATRE 437 2663</p> <p>STARLIGHT EXPRESS</p> <p>THE MAINTENANCE MAN</p> <p>COMEDY OF THE YEAR</p> <p>STEPPING OUT</p> <p>THIRD HILARIOUS YEAR</p> <p>IN DOUBLE DOUBLE</p> <p>THE HUBBLY</p>	<p>DORNDEN THEATRE 625 8846/625 8847</p> <p>DAVIDSON'S</p> <p>THE ULTIMATE EXPERIENCE</p> <p>LAURENCE OLIVIER</p> <p>LEND ME A TENOR</p> <p>WINNER OF ALL THE BEST COMEDY AWARDS FOR 1985</p> <p>LILLIAN</p> <p>THE BUSINESS OF MURDER</p> <p>THE PHANTOM OF THE OPERA</p> <p>THE WIND IN THE WILLOWS</p>	<p>LYRIC THEATRE</p> <p>COLIN BLAKELY</p> <p>JUDI MICHAIL DENCH WILLIAMS</p> <p>MR AND MRS NOBODY</p> <p>A CHORUS OF DISAPPROVAL</p> <p>THE WOMEN</p> <p>DIANA RIGG</p> <p>WILDFIRE</p> <p>ROCKY HORROR</p> <p>THE MOUSETRAP</p> <p>WAYNE SLEEP</p> <p>ALLO'ALLO</p>	<p>NEW LONDON DRIVE</p> <p>CATS</p> <p>WONDERFUL TOWN</p> <p>ROYAL COURT</p> <p>JOSEPH</p> <p>THE WOMEN</p> <p>DIANA RIGG</p> <p>WILDFIRE</p> <p>ROCKY HORROR</p> <p>THE MOUSETRAP</p> <p>WAYNE SLEEP</p> <p>ALLO'ALLO</p>	<p>VAUXHALL BOX OFFICE &amp; CO.</p> <p>WOMAN IN MIND</p> <p>CHARLIE GIRL</p> <p>THE WITCH &amp; THE WIDOW</p> <p>WHEN WE ARE MARRIED</p> <p>JOHN HARRIS</p> <p>THE PETITION</p>	<p>THE MALL GALLERIES</p> <p>ART GALLERIES</p> <p>CINEMAS</p>
--	---	---	--	--	--	---

THE ARTS

الجمعة 13

A trick of fate

Anniversary fever broke out again with the 1986 update on the canal that turned into a watershed. Watching the excerpts from interviews filmed in 1966 and 1976, one got the idea that in 10 years' time the full story may at last emerge.

TELEVISION

As to dry historical fact, this hard-working programme established that the secret protocol providing for Israel's aggression was signed by Britain and unanimously approved by Cabinet, and that Eden's health remained sound throughout the crisis.

Pryce holds tragic sway

THEATRE

Macbeth Stratford

Following the thrilling Footsbarn production of last month, here is another high-pressure Macbeth played in the key of the supernatural.

Adrian Noble sets the play in the latest variant of the RSC's empty box, a recessed platform surrounded by blank timber walls. It can be anywhere: the heath, the castle, the interior of the hero's skull.

the strength and weakness of his production is that it amounts to a one-man show. The cue to Jonathan Pryce's Macbeth is that he is a passive character. To do anything he needs to be given an order.

Lady Macbeth's job is done as soon as Duncan is dead. Sinead Cusack plays her as a corporation wife, blind to everything except the banality

of her husband's advancement, and reduced to mute horror when she sees the monster she has let loose. Her sexual dominance in the early scenes exists strictly in contrast to her husband's apparent feebleness.

The performance is full of such moments of stabbing surprise - to which Mr Noble adds some of his own, as where speakers come slicing through the besieged castle

walls, final evidence that reality is at last penetrating the infernal private world. After that, Macbeth is carved to pieces by Peter Guinness's Macduff without ever raising his sword. It is a performance showing a ferocious imagination at full stretch, and it leaves room for very little else on the stage.

The one interesting novelty is the introduction of children who play blind-man's buff with Macbeth in the apparatus scene and then reappear as Macduff's doomed family. The evident reference is to the Macbeths' failure to produce a family of their own; but the idea is insufficiently worked out to achieve dramatic focus.

Irving Wardle



A monster on the point of release: Sinead Cusack and Jonathan Pryce as the Macbeths (photograph by Donald Cooper)

an Richardson has recently been visited by an intruder - the neighbourhood tom-cat - and has doused his living-room carpet in cologne to try to obliterate the smell.

Tomorrow evening at the National Film Theatre Richardson appears in the title-role of Blunt, a BBC film directed by John Glenister and scripted by Robin Chapman.

Richardson was first mooted to play Blunt, much to his astonishment, more than three years ago. Shortly after Blunt died, Richardson read in a paper that he had been earmarked for the part.

In the flesh Richardson is at pains to emphasize that he is not a cold fish at all. Sporting two popties in his buttonhole, he is effusive, if nervous, throwing his legs back and forth over one another as he speaks.

When Richardson came to play Blunt, he had therefore got something of a head start, especially in his knowledge of the workings of the Secret Service.

Ian Richardson's extraordinary skill in depicting duplicity, memorable in Tinker, Tailor, Soldier, Spy, aspires to fresh heights in the title-role of Blunt, a BBC production to be shown for the first time at the National Film Theatre tomorrow: interview by John Preston

A supremely high class of treachery



Ian Richardson as Anthony Blunt: "such a terribly enigmatic figure"

him in on the espionage background. "It was very strange, these highly intelligent, retired Secret Service types all treating me as one of them."

Richardson was first mooted to play Blunt, much to his astonishment, more than three years ago. Shortly after Blunt died, Richardson read in a paper that he had been earmarked for the part.

Jane Manning was, by this stage, clearly in trouble from a throat infection, but she had sung like a manic angel to press home the importance of this work, very eloquently aided by Lontano uoder Oudine de la Martinez.

the Establishment, indeed was happiest within its bosom, less viper as the years went by than devoted lap-dog. "I watched quite a lot of television footage of Blunt", he says.

Richard Dumbleby going round the Queen's pictures with Blunt as his charming escort. He came over as charming, extremely polite and very

Elizabeth Layton, a young British violinist, experienced bad luck when her first-choice pianist sprained his wrist on the day before her recital. Piers Lane nobly stepped in at

knowledgeable. But that was all you saw; there was no glimpse of the man behind the manner. And, when I watched the press conference he gave after he had been exposed, you got nothing from that either.

"I had to try to understand him, not necessarily to sympathize, although that is always a temptation. I remember when I played Robespierre I tried to find a book that excused him. But you must reach out to find the human side, otherwise you can't serve the drama properly."

A Richardson canvas is apt to be a pretty sparsely covered affair. He has, he says, learnt a great deal from Alec Guinness about paring everything down to the barest of essentials.

Richardson must be one of the few actors living, or dead for that matter, who has played both Professor Higgins in My Fair Lady and the title-role of Richard III. But he is one of a comparatively rare breed happy to do the "light, frothy stuff" yet capable of summoning up the gravitas when required.

"I'm always being asked to play these sinister types", he says. "But you know I rather enjoy being warm and amusing. There is nothing more rewarding in the world than having someone come up to you and say 'I saw you in so-and-so and you did make me laugh.'"

phen Coombes. In Clementi's Sonata in B flat they conveyed the music's romantic emotions on an appropriately intimate scale, but in their superb performance of Rachmaoiov's Suite No 1 there were no limits to the power with which they expressed feelings.

Sharing the evening, which was promoted by the Worshipful Company of Musicians, was the piano duo of Christopher Scott and Stephen Pettitt

The Old Man of Lochnagar

Sadler's Wells

In the dear dead days before he began speeding his free time communing with flowers, the Prince of Wales wrote an entertainment for his younger brothers. This was subsequently published in book form, and here - in a musically expanded version by David Wood - reaches the climax of its national tour for Whirligig Theatre.

The story concerns the exertions of the titular old man (Iain Lauchlan, in the company of three mischievous haggles) first to find and then to save from peril a race of diminutive, mountain-dweller known as the Gorms. It can be so secret that Prince Charles is a devotee of the Gorms and their "surreal" humour.

EXHIBITION

Philip Larkin University College, London

"Things I like in a town", Philip Larkin wrote in 1954, just before he moved to Hull, "are smallness, nearness of country, friendliness of people, some degree of inaccessibility."

An economical first section introduces Larkin's published work: first editions of his poems from The North Ship (1945) to High Windows (1974), his two novels, Jill (1946) and A Girl in Winter (1947), the anthologies to which he contributed, the controversial Oxford Book of Twentieth-Century Verse (1973) and his final critical collection, Required Writing (1983).

His Collected Poems are eagerly awaited, but the book is still held up, amidst considerable publicity, of the planning stage. Larkin was a rigorous self-critic and the proportion of unpublished drafts to published poems is unusually high.

Baroque Aid Handel's Messiah at St. George's Church, Manover Sq, London W1. Soprano: Patricia Kuehlla. Tenor: Ian Partridge. Bass: David Thomas. Conductor: Peter Fenner. Leader: Roy Goodman.

The elements of the piece to which they do respond are the moments of jeopardy, as when the Old Man encounters a giant spider or finds himself in the clutches of the dreaded Pig-Eagle - a compound beast possessed of a "blood-curdling grunt".

It might be objected that the villain of the piece - Percy Copley as Giant Gormless, a dozy Sassenach totem on kidnapping the Gorms for his circus - is nothing like fearsome enough to provide the edge of terror required; and any self-respecting boy's toes would curl at the sight of the gymnastic creatures gambolling about in their Highland finery like Flash Gordon extras out of Richard Dadd.

Martin Cropper



Self-portrait, c. 1963

It is greatly to be hoped that Larkin's unpublished poems, working drafts and notebooks will be preserved for study, if not for publication.

George Hartley, publisher at the Marvell Press of The Less Deceived (1955), has lent a remarkable collection to this exhibition: letters, copy, typescripts or pages torn from the privately-printed XY Poems (1951) and the Fantasy Press pamphlet (1954), and galley- and page-proofs used in preparing the book.

It is well worth hunting for the photographic material in a nearby room, where Patrick Garland's excellent BBC Monitor programme is also running throughout the exhibition. On December 2, the Poetry Society and University College are mounting a memorial reading and jazz concert at University College.

Good Faith INTERNATIONAL. To meet single professionals to whom a religious faith is paramount, call 01-581 4674. GRIFFITH INTERNATIONAL.

Embattled lyric impulses

Like a nude ice-skater, Brian Ferneyhough places a great deal of faith in his technique. He also exposes himself to an inspection avoided by so many composers who cover themselves with earlier forms and manners.

His recent Etudes transcendentales for soprano and instrumental quartet is a structurally remarkable essay thoroughly remarkable essay thoroughly remarkable essay.

CONCERT

Lontano/Martinez St John's

about the success of the work Ferneyhough would be feeling chilly in some pretty uncomfortable places. But there are oases.

LONDON DEBUTS

A liking for the unusual. The last momeot, but found the tortois of notes in Strauss's Violin Sonata a challenge that daunted just too much.

Paul Griffiths

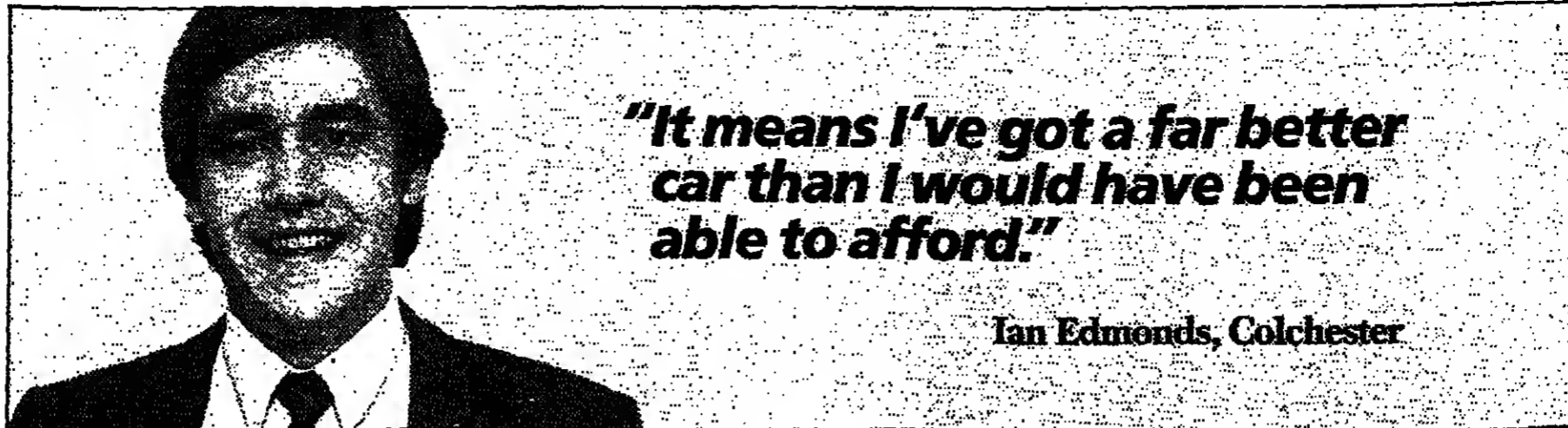
Aliking for the unusual

the last momeot, but found the tortois of notes in Strauss's Violin Sonata a challenge that daunted just too much.

CONCERT

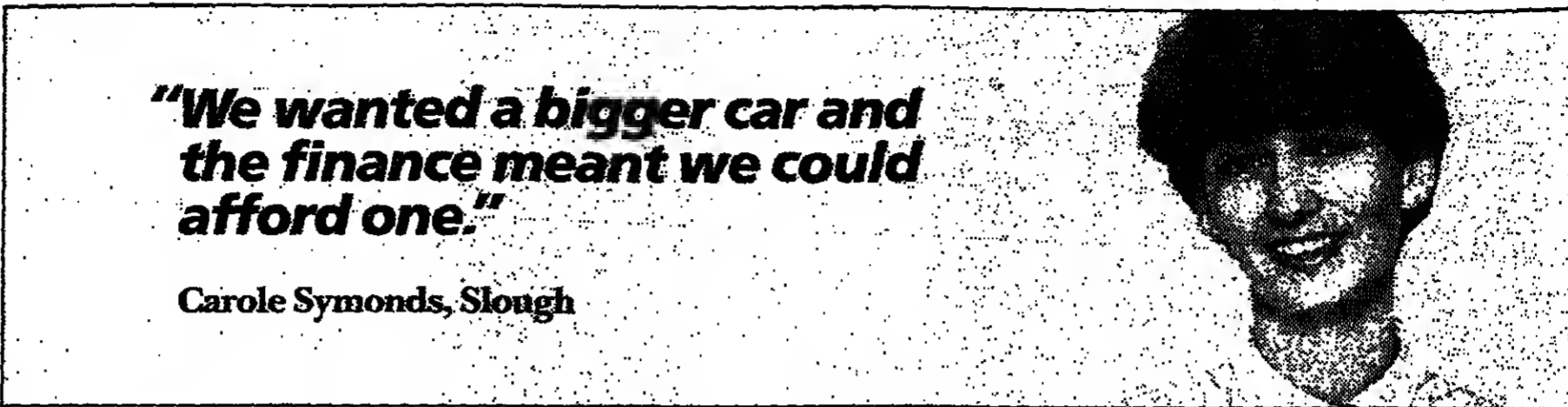
Lontano/Martinez St John's

about the success of the work Ferneyhough would be feeling chilly in some pretty uncomfortable places. But there are oases.



**"It means I've got a far better car than I would have been able to afford."**

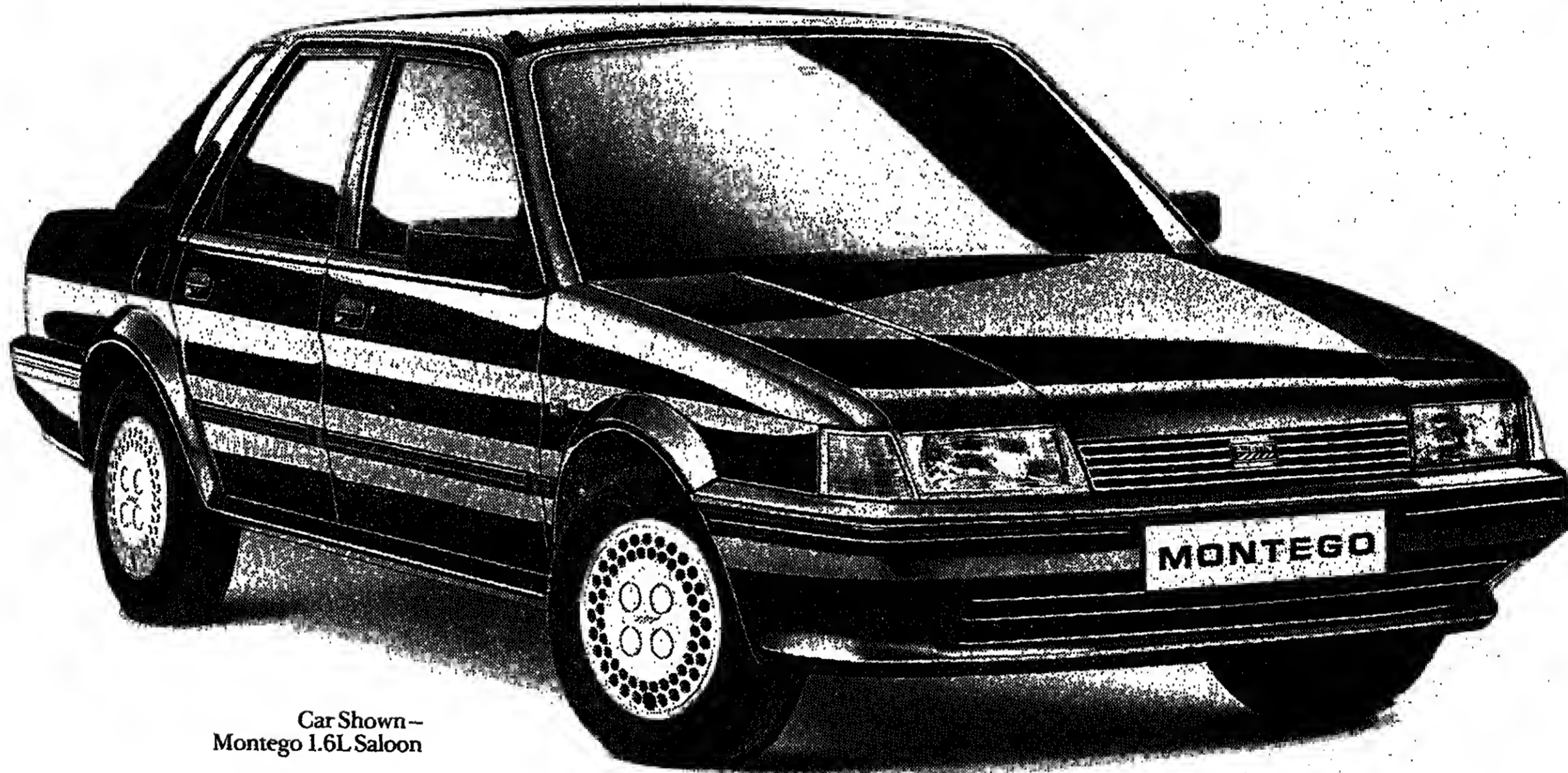
**Ian Edmonds, Colchester**



**"We wanted a bigger car and the finance meant we could afford one."**

**Carole Symonds, Slough**

# MOVE UP WHILE CREDIT'S DOWN



Car Shown—  
Montego 1.6L Saloon

Exceptional cars deserve the exceptional savings that are only possible with special low cost finance. And that's just what shrewd motorists across the country are now getting with the marvellous Montego range of saloons and estates – but for a limited period only.

For just 20% down (which you can probably cover with your part exchange) and repayments over 24 months, Austin Rover Finance can arrange for you to save a packet on the cost of credit.

Look at the figures and get the lowdown from your Austin Rover Dealer – fast.

	MONTEGO 1.6L		MONTEGO 2.0 MAYFAIR ESTATE	
	LOW COST 24 MONTHS 4.6% PA (8.9% APR)	NORMAL COST 24 MONTHS 11.0% PA (21.7% APR)*	LOW COST 24 MONTHS 4.6% PA (8.9% APR)	NORMAL COST 24 MONTHS 11.0% PA (21.7% APR)*
Cash Price	£7,511.84**	£7,511.84**	£10,177.93**	£10,177.93**
Deposit	£1,502.37	£1,502.37	£2,035.59	£2,035.59
Amount of Credit	£6,009.47	£6,009.47	£8,142.34	£8,142.34
Monthly Payments	£ 273.45	£ 305.48	£ 370.47	£ 413.90
Charge for Credit	£ 392.85	£1,322.05	£ 748.94	£ 1,791.26
Total Amount Payable	£8,064.69	£8,833.89	£10,926.87	£11,969.19
	CUSTOMER SAVING £769.20		CUSTOMER SAVING £1,042.32	

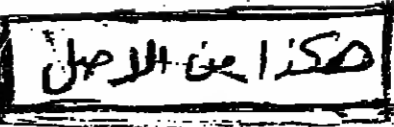
Plan also available over 36 Months at 5.7% PA (11.0% APR)



# MONTEGO

\*CREDIT AVAILABLE TO ANYONE 18 YEARS AND OVER THROUGH AUSTIN ROVER FINANCE, PO BOX 100, WEST MIDLANDS, B90 1BH. PLAN ENDS 31 DECEMBER 1986. DETAILS CORRECT AT TIME OF GOING TO PRESS. SUBJECT TO VEHICLE AVAILABILITY. \*\*THIS REPRESENTS A TYPICAL AUSTIN ROVER FINANCE RATE FOR A NEW MONTEGO IN OCTOBER 1986. \*ON THE ROAD PRICE INCLUDING 6 MONTHS ROAD TAX, NUMBER PLATES AND DELIVERY

t l e v u  
 v i e s h i d  
 n i v v f n n h n a w p  
 R R A C L h i f o  
 I r e z m i r s i - C  
 s o r a v k a n r i e m e i n j  
 c a l o s s u n R o a t c o n s t Y e  
 C  
 W. I n t e r p u i n t h e M o t o r D r  
 w i l d o r h a d  
 D r D e v e a :  
 m e



# Soft salesman for the great gas buy

Behind the dreadful advertising campaign and beyond the political bickering hovers this immense face. It is gloomy, cantankerous and impatient; it challenges you to say something stupid.

In a doomed attempt to reduce this physiognomy to manageable proportions, its owner has been called Denis the Menace and Desperate Dan. But always Sir Denis Rooke emerges as bigger than his detractors. After all, ad-men, merchant bankers and journalists don't actually do anything. Sir Denis, among other things, was on the 23-day maiden voyage of the Methane Pioneer from the Gulf of Mexico to Canvey Island - it was the world's first liquefied natural gas carrier and it is generally assumed he would have known how to build the ship single-handed.

As the hours tick away to the world's biggest-ever share flotation, the £5.5bn sale of British Gas, the whole story seems increasingly to centre more and more on this man's character. For a start, unlike almost every other executive caught up in the Government's privatisation programme, he has been against the idea from the beginning. He has never succumbed to the public relations demand to view the whole thing as an exciting leap into the future. And he has remained determinedly unconvinced by its philosophical justifications.

The key to Rooke's survival lies in his indisputable

## THE TIMES PROFILE

### SIR DENIS ROOKE

- 1924: Born April 2, London.
- 1944: Joined REME, serves in UK and India.
- 1948: Married Elizabeth Evans (one daughter), Joined South Eastern Gas Board as assistant mechanical engineer.
- 1954: Deputy Manager of Works.
- 1957: Seconded to North Thames Gas Board to work on liquefied natural gas.
- 1959: As member of technical team, sailed on Methana Pioneer on first voyage.
- 1960: Development Engineer, Gas Council (member for production and supplies, 1966-71).
- 1972: Joined Advisory Council for Research and Development.
- 1976: Chairman, British Gas Corporation (formerly Gas Council).
- 1977: Knighted.

problem been railways or bridges, then it would have been easier to visualize him in the tradition of Brunel or Telford. But the problem was merely one of piping a mundane commodity to our cookers.

Rooke was not solely responsible but his name is stamped as firmly on the achievement as was that of Brunel on the Great Western Railway, the point being that Rooke was never anything but a gas engineer, pure and simple.

### A tendency to hum along at the opera

Born in south-east London in 1924, he was educated at Westminster City School, Addey and Stanhope School and University College, London. He married in 1949, the year that gas was nationalized, and in the same year he joined the South Eastern Gas Board. He became deputy chairman of British Gas in 1972 and chairman in 1976.

This uninterrupted immersion in the industry has produced in him a range of attitudes which have been persistently at odds with all attempts at political interference. The logistics of gas pricing and supply have obliged him always to take a longer-term view than any of his political masters. And he has insisted on believing that the industry's primary obligation is to its customers, which has given him a rationale for overriding the usual considerations for shareholders.

Additionally, his engineering record of success, British Gas has grown relentlessly to a £1.1bn profit on turnover of £7.7bn, which makes most brokers gleeful about the short-term prospects for the share flotation even if they are sceptical about the longer-term, given the company's dangerous dependence on a single product and its vulnerability to changes in the home market.

The growth has been achieved against a post-second world war background fraught with technical and political difficulties. In 1949 the industry consisted of more than 1,000 separate companies supplying "town gas" - produced from coal - to 11.5m consumers.

In May of that year gas was nationalized, only to run headlong into a potentially fatal cost problem relative to electricity and oil. Gas suddenly became the fuel of the past, associated with the bad old pre-war days and crudely uncompetitive with the clean, slick, image of electricity.

The Gas Council - as British Gas then was - responded by switching to "high speed" gas, derived from oil. But this huge technical achievement was rendered obsolete by the discovery of a commercially viable North Sea natural gas field in 1965.

The next decade was spent switching to natural gas. Rooke was at the centre of the whole operation to a variety of posts as he rose through the company's ranks. The very word "gas" is perhaps too humble for the full scale of the achievement to be appreciated. Had he been a Victorian and the



Sir Denis Rooke: a gas man right to the fingertips

background has led him to take a strictly empirical view of what works and what does not. It is this wholehearted empiricism which has time and again crashed violently against the rationalist sea-wall of Whitehall.

The noise has frequently been deafening. He publicly assaulted the Queen's Speech in 1981, with its veiled threats towards British Gas, and was equally publicly told off by Nigel Lawson. Yet in June this year, at the expiry of his contract, the Government asked him to stay for another three years.

He fought and won the battle to prevent the business being split up into supply, distribution and sale of appliances but he lost the battle to keep its oil interests. For the moment he has lost the battle to buy gas from the Norwegian Sleipner Field to the 1990s - a £20bn deal - but privatization will let him win that in the long run. The outcome of the final battle, the effective means of controlling gas prices after the flotation, remains uncertain.

Rooke, an amateur photographer, lives in a fairly humble, detached, whitewashed house of indeterminate character in Blackheath. He is a trustee of the Science Museum, where a colleague says he is a champion of charging the customers and is amiable but garrulous. The same colleague also said Rooke assiduously wrote down the name of a neighbour who was having trouble with his gas supply and something was done.

Sir Austin Pearce, chairman of British Aerospace, grows lyrical about the man's unassailable honesty and the sheer delight of spending an evening with Rooke and his wife. This frequently consists of a trip to the opera at which Rooke, disconcertingly, hums along.

But Rooke has shown himself impatient with attempts to get behind his formidable facade - he finds the flaunting of private life distasteful.

He has said: "The trouble with these people who say they're sorry but they've got to go now because they care about the quality of life and they need to be off and play golf, the trouble with them is they never actually achieve things."

The City remains bemused. Stockbrokers' analysts have wrigled with delight on being told by this impatient, sceptical giant that their questions are meaningless. But behind their glee lies a suspicion about the shares. Apart from their long-term potential, there is the question of the company succession. Rooke's key board members are gas men too - but have they anything like the star-quality? Robert Evans, the chief executive, is the crown prince but the danger is that British Gas, even on this scale, could turn out to have been a one-man company all along.

Overall, however, even the analysts are left speechless. Like Brunel or Telford, Rooke has done something to an age when the highest accolades usually go to somebody who has fixed something. Or, as one well-behaved beneficiary of the Big Bang put it: "He kept a lot of grannies alive."

### Bryan Appleyard

©Times Newspapers Ltd 1986

# Human under the helmet



## THE THIN BLUE LINE

A growing number of police forces are striving to forge better links with local people. Our series continues with a look at their successes - and their failures

### Part 4: Local heroes?

It is a bleak afternoon on the streets of Govan and the steady rain has driven even the hooligans back inside their concrete towers.

Police Constables Raymond Campbell and Robert Hayes are out as usual, patrolling their patch of this highly depressed suburb of Glasgow.

Chief Constable of Devon and Cornwall, began preaching its benefits in England. Gray believes that community policing is "the only way forward" in dealing with inner-city crime. The problem lies in persuading police forces that it works.

"In England, there are one or two forces where it is really taking off very well, but others tend to pay it lip service. The important thing is to ensure that recruits coming into the service are taught to understand just how much influence for good a policeman has."

### 'Most complaints are resolved by apology'

The Brixton riots of 1981 proved to be a watershed in the debate on the handling of complaints against the police.

In his report on the disturbances, Lord Scarman wrote: "I find that there is a lack of public confidence in the existing system", and called for the rapid introduction of an independent element in investigating complaints.

The system centred on the Police Complaints Board, founded in 1976 against considerable opposition from senior officers. Investigations were in the hands of the police, but the board received a copy of the final report and could overturn the police decision.

The operation of the board pleased neither the police nor the public, and in 1984 the Police and Criminal Evidence Act replaced it with the Police Complaints Authority.

Under the Act all complaints still have to go to the local chief constable in the first instance. The bulk of complaints involve discourtesy or inconsiderate behaviour and can be resolved informally by an apology or explanation, and the chief constable will appoint someone of the rank of at least chief inspector to investigate.

If, however, the complaint involves death or serious injury, and is likely to result in a criminal or disciplinary charge, it must be referred to the PCA. And the PCA can be asked to look at matters where on complaint has been made.



Community policing to Glasgow: "When people argue with you, you're getting somewhere. You're no longer a faceless person"

view of David Gray, who, as Chief Constable of Greenock introduced Scotland to the concept of community policing in 1986 - almost 20 years before John Alderson, when Chief Constable of Devon and Cornwall, began preaching its benefits in England. Gray believes that community policing is "the only way forward" in dealing with inner-city crime. The problem lies in persuading police forces that it works.

"In England, there are one or two forces where it is really taking off very well, but others tend to pay it lip service. The important thing is to ensure that recruits coming into the service are taught to understand just how much influence for good a policeman has."

There are no official guidelines governing the implementation of community policing, which makes it almost impossible to judge its

### 'We're on our mettle; strangers are noted'

Fern Avenue is a leafy suburban street in the sprawling south side of Greater Manchester. It contains 10 houses in varying Thirties styles, all with outward signs of proud ownership. Firmly fixed to a lamp post is a heavy-duty plastic sign depicting a law-breaker in flight, and the legend "This is a Home Watch Area".

Fern Avenue is one of more than 2,000 Home Watch schemes in the Greater Manchester police area. The Home Watch project, officially described as "a formal network for concerned citizens to report information to the local police", began in Greater Manchester less than two years ago and has spread rapidly. It is too early to say whether or not crime is being reduced as a direct result of Home Watch, but early indications are encouraging.

Derek Quigley, aged 45, who recently quit the Customs service after ill health, is Fern Avenue's civilian co-ordinator. "We began our scheme six months ago, and since then there has been an increase in friendship and community spirit. The main thing now is that we are very much on our mettle. Strangers are noted and anyone acting suspiciously is immediately reported."

The "beat bobby" who liaises regularly with Quigley and other co-ordinators is Constable Jim Hatfield, aged 38, who is in no doubt as to the success of Home Watch. He says there has been a

success objectively. In England and Wales, consultation between the police and the community has been statutory since 1985, backed up by periodical reviews, but specific policies are expected to be shaped to local needs. In Scotland, too, community policing strategies vary.

The largest force, Strathclyde, which incorporates Glasgow, has designated 40 community project and initiative areas since 1983, and is generally regarded as Scotland's leading exponent of community policing. The main aim is "to reduce crime and antisocial behaviour in deprived areas while maintaining close links with other services in an effort to improve the quality of life for residents". Officers' duties range from "assisting and advising the public" to liaising with schools.

Inspector John Robertson, the officer in overall charge of Strathclyde's community policing projects, believes that it is basically "what every policeman should be doing anyway". By getting personally involved with local youngsters, project officers can help to prevent crime. And with their paperwork kept to a minimum they can devote almost all their time to the job.

### 'Most complaints are resolved by apology'

The Brixton riots of 1981 proved to be a watershed in the debate on the handling of complaints against the police.

In his report on the disturbances, Lord Scarman wrote: "I find that there is a lack of public confidence in the existing system", and called for the rapid introduction of an independent element in investigating complaints.

The system centred on the Police Complaints Board, founded in 1976 against considerable opposition from senior officers. Investigations were in the hands of the police, but the board received a copy of the final report and could overturn the police decision.

The operation of the board pleased neither the police nor the public, and in 1984 the Police and Criminal Evidence Act replaced it with the Police Complaints Authority.

Under the Act all complaints still have to go to the local chief constable in the first instance. The bulk of complaints involve discourtesy or inconsiderate behaviour and can be resolved informally by an apology or explanation, and the chief constable will appoint someone of the rank of at least chief inspector to investigate.

If, however, the complaint involves death or serious injury, and is likely to result in a criminal or disciplinary charge, it must be referred to the PCA. And the PCA can be asked to look at matters where on complaint has been made.

Hayes says. "If one criminal dislikes another, he'll grass." Campbell agrees. "Some of the youngsters we've arrested have never had anyone sit down and talk to them like a human being before. We give them a cup of tea and ask them about their mum and dad, in return some of them have told us what they've been involved in lately and we've cleared up a lot of crime."

Even so, he and Campbell are realistic in measuring their achievements by the fact that in the eyes of most of the community, "we've turned from being loathed into a necessary evil".

### 'We're on our mettle; strangers are noted'

Fern Avenue is a leafy suburban street in the sprawling south side of Greater Manchester. It contains 10 houses in varying Thirties styles, all with outward signs of proud ownership. Firmly fixed to a lamp post is a heavy-duty plastic sign depicting a law-breaker in flight, and the legend "This is a Home Watch Area".

Fern Avenue is one of more than 2,000 Home Watch schemes in the Greater Manchester police area. The Home Watch project, officially described as "a formal network for concerned citizens to report information to the local police", began in Greater Manchester less than two years ago and has spread rapidly. It is too early to say whether or not crime is being reduced as a direct result of Home Watch, but early indications are encouraging.

Derek Quigley, aged 45, who recently quit the Customs service after ill health, is Fern Avenue's civilian co-ordinator. "We began our scheme six months ago, and since then there has been an increase in friendship and community spirit. The main thing now is that we are very much on our mettle. Strangers are noted and anyone acting suspiciously is immediately reported."

The "beat bobby" who liaises regularly with Quigley and other co-ordinators is Constable Jim Hatfield, aged 38, who is in no doubt as to the success of Home Watch. He says there has been a

Hayes says. "If one criminal dislikes another, he'll grass." Campbell agrees. "Some of the youngsters we've arrested have never had anyone sit down and talk to them like a human being before. We give them a cup of tea and ask them about their mum and dad, in return some of them have told us what they've been involved in lately and we've cleared up a lot of crime."

Even so, he and Campbell are realistic in measuring their achievements by the fact that in the eyes of most of the community, "we've turned from being loathed into a necessary evil".

### 'We're on our mettle; strangers are noted'

Fern Avenue is a leafy suburban street in the sprawling south side of Greater Manchester. It contains 10 houses in varying Thirties styles, all with outward signs of proud ownership. Firmly fixed to a lamp post is a heavy-duty plastic sign depicting a law-breaker in flight, and the legend "This is a Home Watch Area".

Fern Avenue is one of more than 2,000 Home Watch schemes in the Greater Manchester police area. The Home Watch project, officially described as "a formal network for concerned citizens to report information to the local police", began in Greater Manchester less than two years ago and has spread rapidly. It is too early to say whether or not crime is being reduced as a direct result of Home Watch, but early indications are encouraging.

Derek Quigley, aged 45, who recently quit the Customs service after ill health, is Fern Avenue's civilian co-ordinator. "We began our scheme six months ago, and since then there has been an increase in friendship and community spirit. The main thing now is that we are very much on our mettle. Strangers are noted and anyone acting suspiciously is immediately reported."

The "beat bobby" who liaises regularly with Quigley and other co-ordinators is Constable Jim Hatfield, aged 38, who is in no doubt as to the success of Home Watch. He says there has been a

Alan Bennett

**GLAM TAKES TO THE SLOPES**  
Ski all the way to New Zealand - win a £6,500 sun and snow holiday for two.  
Downhill racers go Glam  
Elite surveys Europe's jet set winter resorts.  
Paula Yates Glams up  
Who's Glam, who's Glam, why it's Glam.  
Our Glam in fashion  
Jet age jewellery glitzy gear. E-sensual evenings.  
Win a Glam cocktail weekend in Paris  
Be our guest at Harry's Bar - all night long.  
Stephen Berkoff  
He's not glam - he writes plays.  
**DECEMBER ELLE OUT NOW - £1**  
**NO GLAM - NO CHRISTMAS**

**CONCISE CROSSWORD NO 1105**

ACROSS

- Lorry driver's ending (4)
- Small canine (6)
- Scrape (8)
- Baby drink holder (6)
- Stop up (4)
- Craven (6)
- Knights' flag (6)
- Egg cells (3)
- Pace slackening (8)
- Lyric poem (3)
- Nag (6)
- Character (6)
- Scandinavian (6)
- State (6)
- Repel (6)
- Downfall (4)

DOWN

- Leave helpless (6)
- Small canine (6)
- Scrape (8)
- Baby drink holder (6)
- Stop up (4)
- Craven (6)
- Knights' flag (6)
- Egg cells (3)
- Pace slackening (8)
- Lyric poem (3)
- Nag (6)
- Character (6)
- Scandinavian (6)
- State (6)
- Repel (6)
- Downfall (4)

SOLUTION TO NO 1104

ACROSS: 1 Revamp 4 Prompt 7 Dine 8 Large 9 Cultural 13 Bed 16 William Morris 17 Pay 19 Eastern 24 Blenheim 25 Mail 26 Swathe 27 Later

DOWN: 1 Rude 2 Virtually 3 Pile 4 Parks 5 Open 6 Paste 10 Trite 11 Romeo 12 Loose 13 Barnacle 14 Dusk 15 Swap 18 Allow 20 Scene 21 Tamil 22 Unit 23 Slut

**Free price guide supplement**

Just about the most comprehensive price guide to Classic Cars ever compiled. Based on computerised records it analyses price trends, discusses the cars as an investment and compares prices of top condition, average and restoration cases.

**Classic Cars**

DECEMBER ISSUE OUT NOW £1.30

iciency which ex-ri rose th in an Turn- of the om 7 and tum- les is here mil- mil- pend- to line high not are this ages t as -es- T- £70 ted the 110 ut- er- ad- ted ut ell n. nt, ver- and 3/ 11/ 1/ 1/

BOOKS

Doubtful art of Kremlinology From scarlet to fatigues with pride

By the very nature of the impossible task he faces, the Western observer in a totalitarian society is either a fool or a liar, depending on whether or not he reports what he sees. Historically, Western reporters based in Soviet Russia, the original "closed" society, have either been duped by the regime's presentation of itself - intended for foreign consumption - or chosen to ignore it, relying instead on wild conjectures as the only alternative source of news. Richard Owen, until recently the Moscow correspondent of The Times, steers clear of the two options, which makes him an exception to the rule; unfortunately, it also makes for a rather empty book, since even an intelligent and honest observer like this one is incapable of penetrating the closed society, whose inner workings are hidden from all.

Andrei Navrozov

CRISIS IN THE KREMLIN By Richard Owen Gollancz, £12.95 THE WAKING GIANT By Martin Walker Michael Joseph, £14.95

present and future. This is the fundamental shortcoming of Kremlinology as a discipline. By contrast, The Waking Giant is a chatty, urbane paean to the gentrification of totalitarianism by The Guardian's man in Moscow. Mr Walker wastes no time reconstructing the hidden realities of Soviet rule; he constructs them to partisan specifications with the energy and confidence of a Novosti Press Agency spokesman. To build his Potemkin village for the Eighties, the author relies on propaganda myths (CPSU workers are "sustained by the profit made from the sales of Pravda and other party publications, and by the party dues"), absurd clichés ("Traditionally for Russia, war is something that other people inflict on them [sic]"), and bald assertions ("Staraya Ploshchad" [grossly distorted Russian for Moscow's Old Square, location of CPSU's central committee secretariat] is "the real seat of power in the Soviet Union").



Last Post and the Empire moves on: Prince Charles and the British Governor, Lord Soames, stand in attention as the Union Jack comes down on Rhodesia

Much has already been written about Britain's disengagement from the greatest empire, in the traditional sense of the term, the world has ever seen. Most of this has been put together from a political angle, with necessary consideration of economic and social factors and, naturally, some attention to the military. What has been lacking hitherto, however, is a comprehensive account of the process of disengagement seen as a military continuum, recognizing the constant (and frequently overriding) importance of the military component in the whole.

Disengagement and withdrawal were in essence a continuous military operation. It was made up of many different campaigns and actions, in many different parts of the world, with sharp differences of climate, environment, and terrain, and with people of varied race and colour and - with the important exception of the universal quest for independence from colonial rule - with widely differing aspirations. The complete act of disengagement can be seen as one coherent military whole, of interlocking and sometimes scarcely compatible parts, all directed, of course, to political ends. But what military activity is not?

John Hackett WITHDRAWAL FROM EMPIRE By William Jackson Bantford, £17.50

ing to the United Kingdom's overall plan, up to 1982. The main purpose and value of this admirable and important book lies in an examination of the military activities that were of paramount importance in the journey from riches (in this perhaps rather highly coloured figure of speech) back to rags. This forms the main body of the book. Closely concerned though the author certainly was himself with much of the action he writes about he does it all with dispassionate detachment. His chapters on the post-war allied reoccupation of South East Asia, against the rising tides, often confluent, of Communism and nationalism, and the highly successful operations in Kenya and Malaysia to contain them, make text book reading. Our failure

in the Middle East, where American ambitions over oil supply combined with a strong transatlantic anti-colonial hangover to offer formidable obstacles to what we tried to do, is well and soberly handled. The chapter on "The Final Disengagement" ends with a tribute to British men-at-arms: "The creation and withdrawal from Empire shows them at their best in the maritime environment - sea, land and air - meeting the unexpected challenge anywhere in the world with judicious politico-military tactics which have made them some of Britain's best ambassadors."

we have had, who was in office at the time: "... in history books it will be recorded as one of the most efficient uses of military force in the history of the world." This is a welcome and timely book. The military vertebral column upon which the operations for Great Britain's successful and by no means undignified disengagement from Empire were hung is here for the first time to be seen in one piece. It is timely because many of the chief actors in this huge drama are still with us, in the colonies if not on stage, and records are now more freely available and memories still fresh. This account is crisply written in a calm and highly readable fashion. There are the usual plethora of misprints and avoidable editorial errors. What book published today is without them? There are also a few grammatical usages that might just be evidence of the advance of a living language, but which will look a little like lapses in some of the more conservative readers. It is a book which they, perhaps above many others, should read all the same.

PAVILIONS ON THE SEA CYRIL BAINBRIDGE Nostalgic and entertaining tribute to the seaside pleasure pier. 9 1/2 x 8 1/2 224pp 100 colour & b/w illus. maps £12.95

OYSTERS & CHAMPAGNE ed. PAT DAVIS A delightful, illustrated anthology of the best in food and wine writing over 30 years. 250pp 60 drawings £10.95

THE GREEK ISLANDS BRIAN DICKS The indispensable guide. "Well-researched, well-illustrated." The Independent 162 colour & b/w illus. maps 9 1/2 x 8 1/2 320pp £12.95

JANE AUSTEN'S ENGLAND MAGGIE LANE Hugely enjoyable observations of people and places as seen through the eyes of the novelist. 224pp 50 illus. £12.95

FIELDS OF DEATH PETER SLOWE & RICHARD WOODS Vivid guide to battle scenes of the First World War. 240pp 16pp illus. 57 maps £12.95

TUNNELLING INTO GOLDITZ JIM ROGERS Mining engineer's dramatic escape stories. 224pp 12pp illus. maps £11.95

LAURENCE MEYNELL THE ABIDING THING Delightfully entertaining novel of turn-of-the-century England from this distinguished novelist. 224pp £9.50

WALTER ALLEN GET OUT EARLY Brilliantly compelling novel charting the emotional education of an anti-hero. 240pp £9.95

ANTHONY LAWMAN WHERE HIDE THE WARRIORS Gripping novel of WWII hijack. 234pp £9.95

ROBERT HALE

GOOD SCHOOLS GUIDE A parents' guide to over 250 schools

What the prospectus doesn't tell you Available Now £6.95

Passion of writer as wife and lover

Enid Bagnold was beautiful, vivid, and attractive in youth - attracting meotors (such as Frank Harris, her first lover) and Prince Antoine Bibesco (also a lover), who both taught and encouraged her to write.

Philippa Toomey ENID BAGNOLD By Anne Sebba Weidenfeld & Nicolson, £15.95

She continued to write novels, and then plays, about an aristocratic world, and the old-fashioned subjects in the 60s, and after. Anne Sebba has been able to consult the Reuter archives, which contained many of the private papers. She indicates, tactfully, that the idiosyncratic autobiography is an artistic version of more prosaic and painful truths. This readable and lively biography reveals a passionate woman, who was painfully aware of the difficulties of living as writer, and as a wife and mother - roles she played, but never to her satisfaction. National Velvet and The Chalk Garden are minor classics. The Squire is to be republished soon. Enid Bagnold may yet become a cult figure, and as successful as she longed to be.

This book is advertised as "an scorching look at the reality of monarchy", aimed to restore the balance, because sycophancy and awed reverence are the stock-in-trade of almost all who discuss the British monarchy. We are warned therefore that the author is likely to be hostile and probably rude. He does not disappoint. Early on he declares his intention to give straight answers to the following questions: Can Britain become a progressive state with a secretive hereditary monarchy at its heart? Is the Royal Family a symbol of unity? What lessons can be learnt from the monarchy's "often lurid past"? Should there be changes?

Beginning with George III, and carrying the historical narrative up to the present day, Mr Brendon examines each king's failure. Zealously he reveals all the faults, while only occasionally and most grudgingly admitting a virtue. For example he says of George IV that he "continued to lavish fantastic sums on clothes and building (including the bogus Gothic embellishments to Windsor Castle)" - hardly a fair assessment of George IV's contribution to our architectural heritage. Mr Brendon has a curious habit of knocking one king down; then, when he turns on his successor, he uses the former king as another weapon, suddenly a paragon of virtue. As such he is rather like a school bully, gathering his team around him to victimize each of the gang in turn.

Speaking of Lord Altrincham's assault on the monarchy, Mr Brendon writes: "Actually Altrincham's criticisms did the monarchy a signal service, just as he intended." Does Mr Brendon intend his criticisms to boost the system? I think not, for he concludes that he would like an elected President, "a figure-head whose duties are almost entirely ornamental, though he may have well-defined and extremely limited functions as a political longstop." He would like a written constitution, which would apparently "help to eliminate hidden, hereditary influence from politics as being incompatible with democratic principles." The Lords would be elected. Oh, and if the President failed to argue a political case effect-

Pest of royalty

Hugo Vickers OUR OWN DEAR QUEEN By Piers Brendon Secker & Warburg, £9.95

ively he "might be replaced by a better candidate." Finally we are told: "As a republic Britain could experience a renaissance. At the very least she would purge herself of the archaic influences which today corrupt her character, deform her society, and retard her progress." Mr Brendon does not want "a bloody

revolution." He hopes his pipe dream of a republic will arrive "without social damage." I wish I had confined myself to the opening chapter of this book and its conclusions, without plunging through all the one-sided arguments against our kings. Mr Brendon had decided from the start that they could do no right. Therefore to read his book is rather like taking a train journey with a malicious person, who pours scorn on everything discussed. I admit that he was unlikely to convince me of the advantages of a republic, but his case is constantly weakened by the combination of bias and gratuitous unpleasantness. I am not even convinced that in Mr Brendon we have a burning republican. The Queen did not retard Eden's Suez efforts with the Garter. He received it two years before, in 1954.

WORLD DIPLOMATIC GUIDE

WORLD DIPLOMATIC GUIDE is a global interactive instrument, permitting its users to single out the trade and diplomatic relations of any nation in every part of the world. A work of over 600 pages, WDG is an entirely new publication in the field of foreign trade and diplomatic information, the first ever published.

ROOM TWO MORE GUNS The intriguing history of the Personal Column of THE TIMES

On Food and Cooking Harold McGee

A FLY ON THE WATER Cyril Housden

ILLUSTRATED DICTIONARY OF TROUT FLIES IAN ROBERTS

More hits from Unwin Hyman

We liked it so much that we bought you one!

... a book one turns to with constant pleasure, and which achieves the seemingly impossible task of being both lively and judicious at once. It is a book with much style and little prejudice.

The Times Literary Supplement is the world's pre-eminent literary weekly. It reviews over two and a half thousand books a year, of which The New Oxford Companion to English Literature (worth £17.50) edited by Margaret Drabble is one.

Please send me a year's subscription to The Times Literary Supplement plus my free copy of The New Oxford Companion to English Literature.

Name: Address: (with fields for name and address)

a) I enclose my cheque for £40 made payable to The Times Supplements. b) Please charge my credit card

Signed: £40 Date: please tick (with checkboxes for payment methods)

Card No: Please send this coupon together with your payment to Linda Bartlett, The Times Literary Supplement, Pinner House, St John's Lane, London EC1A 4BB, England.

SALE TODAY 10-1pm 2-5pm COLEFAX & FOWLER will be holding a sale of exclusive chintzes, wallpapers and trimmings at PERCY BASS 188 Watton Street LONDON SW3



سازمان اسناد و کتابخانه ملی

BOOKS

Too smart for Art

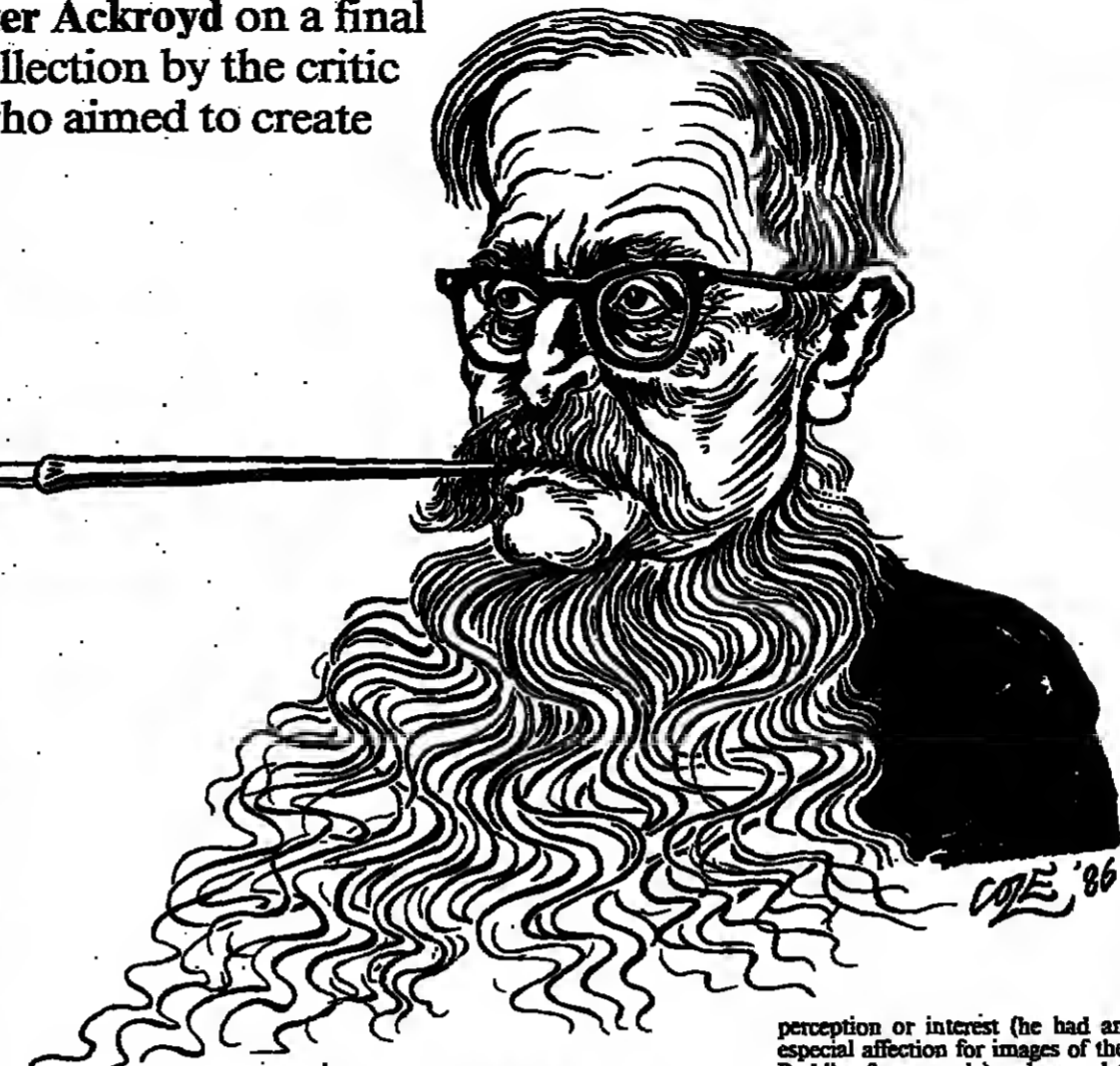
Peter Ackroyd on a final collection by the critic who aimed to create

THE ROYAL BEASTS AND OTHER WORKS By William Empson Edited by John Haffenden Chatto & Windus, £12.95

There is no reason why academics should not also be what is popularly known as "creative" writers. American universities are stuffed with them (although they tend to adopt the unscholarly title of writer-in-residence) and there are some notable examples of the double life in this country, David Lodge and Malcolm Bradbury being two of the most eminent. But it is rare here; and it was rarer still when William Empson was both a Professor of English Literature and a celebrated poet.



And it was also malign fate which sent him to the Far East? Certainly it is yet another graveyard for the incipient English writer, who often ends up in a kind of cultural no man's land, half estranged from the West, and only half understanding the East. Empson began the longest item in this collection, "The Royal Beasts", during the early part of the Sino-Japanese war when he was lecturing in China. It is an unfinished "fable" concerning a new species of creature, neither human nor animal, and within its mainly didactic and dialectical form one sees again how firmly Empson's writing is dominated by intellectual concerns. It is a book pervaded by purely mental excitement, exhilarating or wearying according to taste; but the example of Aldous Huxley ought to be enough to suggest that such excitement is not in itself enough to animate or direct



fiction. You run the risk of giving the reader a terrible headache. The same problem besets the last piece here, "The Elephant and the Birds", which is essentially a scenario for a ballet designed to combine Buddhist and Western attitudes in some zoological spectacle. Again Empson is trying decently to clothe intellectual points or themes, but in the absence of properly dramatic garments, they seem more like scarecrows. The Buddhist elements are not a success; they rarely are in the West where, to put it crudely, Buddhism is generally regarded as a great bore. But Empson himself was never boring; he was clever, provocative, a

writer distinguished both by the subtlety and by the rigour of his intelligence. But he was not an artist. He was moved or excited primarily by ideas, where his more creative contemporaries merely exploited them when it was necessary to do so. Empson believed in ideas; someone like Eliot, one of his literary heroes, picked them up for a particular poem or play only to put them down again when they were no longer convenient. Empson seems also to have suffered from the kind of analytical obsessiveness that precludes genuine creative achievement; he seized upon a central

perception or interest (he had an especial affection for images of the Buddha, for example) and never let it rest. But this is the enthusiasm of the analyst, or the collector, rather than of the artist. Of course it could be said that he was cleverer than most creative writers. And yet the melancholy fact remains that it is possible to be too clever to be a properly imaginative artist - to be too self-conscious, too academically parsimonious with language, too aware of the various cultural and historical contexts in which one works, and so on. Empson seems to fall into that special category. It is interesting to examine his previously unseen work; but the most intriguing and significant aspects of this volume are really those of the cautionary tale.

The poet as a sacred monster

NOVEL of the week

Victoria Glendinning LIFE IS ELSEWHERE By Milan Kundera Translated by Peter Kussi Faber, £9.95

We keep being given hors d'oeuvres for pudding. When the British reading public has developed a taste for the major works of a foreign author, it is then fed with the minor or early ones; last week it was an early novel by Carlos Fuentes, and this week one by Milan Kundera. Life is Elsewhere, completed in 1969, has never been published in Czech, the language in which it was written, though it appeared in French and American editions in the 1970s. Kundera is the saddest, funniest, and most lovable of authors, and addicts will grab this book gratefully; newcomers can follow it up at once with The Unbearable Lightness of Being. Life is Elsewhere is the story from birth to his death at 20 of Jaromil, a boy growing up in post-war Prague. He is "the poet" - the romantic, self-absorbed lyric poet on the model of Keats, Shelley, and Rimbaud, talented and sensitive, but in everyday human terms "a monster", with an insatiable longing for admiration and fame, and a fantasy of his own special destiny. Kundera's aim is to work out how such a personality is formed. "The poet's mother" is a key figure. Disappointed in her longing for "a great love", she transfers her infatuated devotion to the little boy. Jaromil's childish remarks, in his own surprise, are hailed by her as brilliant and original, evidence of his "unique inner world". Exploiting this adulation, he grows up trapped in an "artificial childhood", expecting love to be absolute. He uses other people as "marvellous mirrors"; an expert in emotional blackmail, he requires unconditional surrender from his unfortunate girl friend. "Love is total or it doesn't exist."

But Kundera stresses in his afterword that Jaromil, in all his tragicomic enormity, is not a product of Communism but a universal type. It's true, we've all known someone like "the poet", and he flourishes even in the West. This is why Kundera's fiction is so widely read and appreciated; personal and political tyrannies are related to one another in a painfully convincing way. Kundera, however large his concerns, never loses sight of the isolated individual locked in his own life. As he writes here, apropos of the poet's unhappy mother: "Even during epochs when the storms of history rage, sooner or later the banal, the everyday emerges out of the shadows and the conjugal bed looms huge in its monumental triviality and staggering persistence. The banal and the everyday trap Jaromil too. He achieves the statutory early death of the romantic hero - by catching a cold.

All things considered, I would rather have Dannie Abse take my blood pressure than, say, John Keats. Abse, like Keats, had a medical training. Unlike Keats, he did not abandon the practice of medicine when he took up the practice of verse. He has been for most of his adult life a doctor as well as a poet. It is a disservice to his integrity to speak of the activities as separate. Dr Abse is one man. That one man is a good poet and - I should guess - a good doctor. He has a level way of looking at things, and an honest style in which to tell you the worst: Not wishing to pronounce the taboo word I used to write, "Acid-fast organisms." Earlier physicians noted with a quill, "The animalcules generate their own kind and kill." Some had, or murmured, "Pathosis, King's Evil, Consumption, Koch's Disease." But friend of student days, John Roberts, clowned, "TB I've got. You know what TB signifies?" Totally buggedger." He laughed. His sister cried. The music of sound is the sound of music. With its mixture of the high and the low, the lyrical and the conversational, as well as for the hard-won but never obtuse

Healing disease of verse

POETRY Robert Nye

skill with which it mixes the two modes, this is thoroughly typical of the work in Abse's latest collection Ask the Bloody Horse (Hutchinson, £3.95), a Poetry Book Society Choice. This is an immediately attractive and readable book, pecked with the stuff of real life seen at a slight angle of originality. If Abse has a fault it lies perhaps in a tendency to tautologize in the interest of assuring us of the merits of his own humanism. Poetry is not exactly medicine, any more than it is altogether a disease. I could wish for a touch more witless from the good doctor. Beneath a fabricated and clever surface the poems in Anthony Howell's Why I May Never See the Walls of China (Asvif, £10.95, paperback £5.95) are as wild as they come. Here is a younger poet capable of looking at intense

feelings through a splendidly literate quizzing-glass of wit. Howell's insistence on poetry as a game with rules can be liberating and inspiring only when set beside the antics of some of his contemporaries, still self-addicted to language as a heal-all. Now this might seem a cautious way of reading a poet who has been praised (and rightly so) for his powers of abstraction, of being (as he says himself) "of those talented moderns/Who begin from nothing... Perhaps so, but I think it is worth noting that Howell says this in a piece entitled "Love Poem", a piece as passionate as it is playful and all the more awkwardly impressive for that reason. Why I May Never See the Walls of China is in the best sense a ceremonial book. Each poem in it is a ceremony. And the ceremonies do not celebrate the poet so much as they celebrate certain emotional and intellectual landscapes that collectively may be taken for the geography of poetry itself. Best of all, this most accomplished explorer is driven by an awareness that his maps can never tell the whole story; Among reptilian roots, Between the great reptiles of locusts Changing to pure trunks She enters the insubstantial of the Old Masters.

Life is so strange in South America that there are those who say Gabriel Garcia Marquez, its greatest writer, has invented nothing; that he has merely toddled out into the streets with his tape-recorder and turned it on. By way of illustration, such harpies could brandish with profit The Story of a Shipwrecked Sailor. It was with this short "journalistic reconstruction", written in Dickensian instalments nearly thirty years ago, that Marquez made his name as a journalist. The unforeseen reverberations from his interview with Luis Alejandro Velasco were responsible for his leaving Colombia (thereby giving him the exile's distance to write One Hundred Years of Solitude). Though he professes in his preface not to see the usefulness of publishing the story in book form, it nevertheless makes for a stimulating foreword to his own fiction. For, popping up in Randolph Hogan's fine translation long after the event, this bottled piece of journalism has developed a significance of its own while adrift on the waves. It is the tale told out by a shipwrecked sailor, but by one who in February 1955 fell overboard a Colombian destroyer. Surviving ten days without food and water, Velasco scrambled ashore in

The scoop that was stranger almost than the later fiction

his own country where, kissed by beauty queens and decorated by the military dictatorship, he was made into a brief hero. Deliberately, and as Marquez puts it, courageously dynamiting his own statue, Velasco then sought the author to narrate the true story: that the destroyer was so weighed down with illegal contraband it could not rescue those swept overboard; that "I did nothing heroic. All my efforts went toward saving myself." In this tropical world, as Marquez shows in manipulating the narrative for his own ends, truth can emerge only through the honest lies of fiction. And in the end, faintly echoing Hemingway, Coleridge, and Defoe, fiction is how this gripping tale of survival reads. Buffeted by sharks, so tortured with thirst that even the thought of gull's blood makes him salivate, Velasco drifts under the metallic sun, vacillating between hope and despair, between open-eyed clarity of vision and the wider eyes of barking madness. If, as Marquez admits, the drifting raft resembles his own exile,

FICTION Nicholas Shakespeare THE STORY OF A SHIPWRECKED SAILOR By Gabriel Garcia Marquez Cape, £8.95 THE GLASS HOUSE By Monique Charlesworth Hamish Hamilton, £9.95 CANT BUY ME LOVE By Michael Estorick Duckworth, £9.95

the destroyer that abandoned it, corrupted by foreign and contraband freight, might be seen as Colombia. While the fiction/journalism is worth reading, like everything this man writes, it is a pity that we do not also have as an afterword the critical study of Mario Vargas Llosa, whose work on Marquez remains sadly untranslated.

In common with Velasco's testimony, a first novel is often drawn too directly from life. Monique Charlesworth's accomplished debut leaves one with the distinct, uncomfortable feeling it is an act of revenge, and that like her contacts help-syths the cold, manipulating Victor, the author is putting pea in paper so "I can dissect and be done with him in careful, consecutive paragraphs." Set in the Hamburg business world and, to begin with, overstuffed with disparate experiences and deformed characters, it does eventually lose its tense stiffness and develop into a most unusual saga of betrayal. It will be interesting to see if Michael Estorick has another oovel in him, for his own sharply readable work seems more the mark of someone laundering his hang-ups than the advent of a natural writer of fiction. That said, Can't Buy Me Love is a terrible title - is distinguished by some crisp dialogue, one memorable set piece (a debaucher's ball at the Grosvenor), and a delightful examination

of the frictions in a close Jewish family. Most convincing is the portrait of the unpleasantly selfish central character, Simoo, to be self-obsessed. Less fascinated in finishing his thesis than in our class system, he alternates between the desire to belong - i.e. to be an English gentleman - and the taking of pride in what he imagines prevents him - i.e. his Jewish ancestry. Estorick (the author of a book on the claim to the Dukedom of Lancaster) becomes very contrived when he attempts to harness these two strains in an implausible story about a claim to the Earldom of Eversly. End of '77, by Richard Sheridan (Chatto & Windus, £9.95). Sheridan shows himself to be streetwise in his first novel, set in druggy, punk-rock Chelsea; but he portrays a street one does not care to amble down. His characters range from a National Front brute in a female DJ on the snuff for a child. Much else is snuffed and snorted beside, with the result that End of '77 smacks of a man on a bad trip. Sheridan's narrative strands drift like separate columns of acrid smoke until they disappear altogether. Looking about for the main character to interpret them, one finds him keeled over, sloppy with Special Brew - and snoring.

THE FASCINATING STORY OF THE RISE, FALL AND SURVIVAL OF THE MAHARAJAHS HIGHNESS THE MAHARAJAHS OF INDIA Despite the smothering of their titles in 1970, India's once-legendary Maharajahs still survive. Ann Morrow, author of The Queen and The Queen Mother, brilliantly captures the lustre of their heritage in this penetrating, amusing study of a quirky survival from India's past. Illustrated in colour and black and white. £12.95 GRAFTON BOOKS A Division of the Collins Publishing Group

SATURDAY Paperback reviews of A Forgotten History of the CIA, A.S. Byatt, Alice Thomas Ellis, Dr Burney, Yourcenar This map, drawn by the French engineer Charles Joseph Minard in 1869, portrays the losses suffered by Napoleon's army in the Russian campaign of 1812. Beginning at the left on the Polish-Russian border near the Niemen, the thick band shows the size of the army (412,000 men) as it invaded Russia. The width of the band indicates the size of the army at each position. In September, the army reached Moscow with 100,000 men. The path of Napoleon's retreat from Moscow in the bitterly cold winter is depicted by the dark lower band, which is tied to a temperature scale. The remains of the Grande Armee struggled out of Russia with only 10,000 men. Minard displayed six dimensions of data on the two-dimensional surface of the paper. The Visual Display of Quantitative Information EDWARD R. TUFTS "Original, beautifully presented, sharp and learned, this book is a work of art. The art here is a cognitive art, the graphic display of relations and empirical data." SCIENTIFIC AMERICAN "A truly splendid volume... so much care in its writing, illustration, typography, and production. It is among the best books you will ever see." DIZIONATION "This beautifully produced book is a lucid labor of love and a quietly passionate plea for the good and ethical design of information.... The overall intention and power of the book is stunning. A classic, as beautiful physically as it is intellectually." OPTICAL ENGINEERING "A fascinating book, compulsory reading..." NATURE £20 postpaid. Two or more copies, £18 postpaid. Order directly from publisher, enclosing check. Graphics Press UK, P.O. Box 8, Godalming, Surrey GU7 3HB

← SPIKE'S BACK. At last... the books you and Arthur Ratchet of 32, Lumbago Gardens, Penge have been waiting so patiently for... volumes 5 and 6 of the wonderfully wacky, world-famous war trilogy. In paperback: WHERE HAVE ALL THE BULLETS GONE? Penguin £2.50 In hardback: GOODBYE SOLDIER Michael Joseph £9.95

THE TIMES DIARY

Golden silence

Jim Callaghan, who has decided not to stand again at the next election, already seems to be rehearsing for retirement with an uncharacteristic reticence about Labour Party policy.

● Publishers John Wiley and Sons have just sent out invitations to a buffet lunch at the Cheddar Cheese in Fleet Street to launch a new book. Its title: Alcohol and Accidents.

Stock answer

Aware of the potential of public humiliation, judges in Oregon are now asking criminals to publicize their contribution in newspaper advertisements. The Washington Post cites a recent example, which opens engagingly: "I apologize to the citizens of Newport for my improper business dealings in connection with the Jump-Off Joe condominiums."

Chiffoning out

Will the Princess of Wales be committing a sartorial gaffe when she gets to Saudi Arabia? The kingdom operates a strict ban on goods made or sold by Jews and Jewish firms.

● I learn that the goalkeeper of Bordeaux town football club is named Droyze. Whether this has relevance to his lack of handling ability or to the effects of the local wine, I hesitate to say.

Senior service

Professor Heinz Wolff of Brunel University, connoisseur of television's Great Egg Race, diverted an audience at an Aggie 80s conference at the Cafe Royal in London yesterday with a few thoughts on how we should look after our ever-growing number of pensioners - 10 million at the last count.

BARRY FANTONI



It's good to see one member of the family being decisive about 1987

Rara avis

The British Trust for Ornithology has supplied unusually detailed biographical notes about speakers at its forthcoming conference. Indeed, I suggest, we are told too much about one of them: Richard Porter, head of Species Protection at the Royal Society for the Protection of Birds.

Excessive

Charlotte Bathurst of Cirencester writes to tell me of another airborne sighting of the extraordinary Joan Rivers (PHS Nov 10). She accompanied the entire Rivers family first class to Los Angeles noting, as had I, their habit of taking two seats apiece.

There were no surprises in yesterday's Queen's Speech, and that is how the government would like it to stay.

There was no mention, for example, of the plan to privatize the water authorities. There was no mention of the government's intention eventually to relax the licensing laws.

There is no wish this year to stir up the pressure groups. Even the planned new bill on copyright law, involving the controversial levy on blank tapes, has been dropped.

Boat rocking radicalism is also out of fashion. The ideologues have been shoved unceremoniously back into the shadows in the name of consolidation.

Above all it is a Queen's Speech designed to ensure an untroubled

Robin Oakley, Political Editor, analyses yesterday's Speech from the Throne

A programme with both eyes on an election

parliamentary session which will leave the government looking in control of events. Ministers do not believe that the Conservative recovery in the opinion polls owes everything to the Alliance bash on defence. They reckon that it owes nearly as much to the lull in parliamentary activity during the Commons recess.

And with its provisions allowing children to give evidence in sex and assault cases by direct

of the border and say that the process has begun.

It falls to Nicholas Ridley, the Environment Secretary, to maintain the Tory themes of taking excessive politics out of local government and providing better value for money for ratepayers.

Some senior Tories believe that a good parliamentary performance by Ridley between now and the next election could win him the Chancellor's post in the next parliament.

The House Secretary, Douglas Hurd, will steer the Criminal Justice Bill through the Commons with David Mellor, the Home Office Minister, playing a major role. Given such an opportunity, Mellor could talk his way into the Cabinet in the next parliament.

James Eberle on the urgent need for an international commitment

Who shall we join for a sure place in space?

Government ministers will shortly be asked to consider the future shape of the British space programme. That future is not simply a matter of what makes sense for Britain. The space business is inherently international; the development of space technologies depends on international collaboration.

For these reasons, the Royal Institute of International Affairs is currently undertaking an investigation of the international dimension to British space policy; and with sister institutes in other European countries is conducting a joint study on the future of European space policy.

What, then, are the factors which British ministers should take into account in reaching their decision? Our European friends say that we, the British, need to take an imaginative leap forward. Space technology is important and will become more important.

No individual European country has the resources or the capability to keep up in the space race. Only through collective effort has Western Europe a chance of making a significant impact.

active space policy is a necessary attribute of a country or group of countries which aspires to serious international influence. So the argument runs. The difficulty is that this is not the way in which space policy has been viewed, typically and historically, in Britain.

If Britain continues in this over-cautious vein, our European friends tell us, we risk becoming the "also rans," users of space technology, not producers, with

little influence in determining future patterns of international collaboration, and dependent on the priorities of our partners, both in Europe and across the Atlantic. In January this year, the government took a small but most welcome step forward in establishing the British National Space Centre to provide a focus for co-ordinating British space activities.

We need to be clear that the future of the British space programme now rests on a strategic choice. It is a strategic choice with major implications, both military and civilian. The pace of technical change will not readily allow us to

continue dabbling and to have another look in five years' time. The economic and technological drive of other governments' space programmes will not pause while we have second or third thoughts. Crucial European and international negotiations will take place in 1987. Britain must assess our future space programme in relation to the likely important impact of space on international relations and in the future "cutting edge" of technology; not just on the narrow criteria of the current situation and the costs of the investment.

We cannot proceed alone. We thus have to be clear about our preferred partners for collaboration. On the civilian side, our small contribution has been firmly in the European Space Agency's basket. This needs to be reinforced. On the military side, we have favoured a mix of national, Anglo-American and Nato programmes.

Admiral Sir James Eberle is Director of the Royal Institute of International Affairs.

Peter Evans on the tensions that can lead to Peterhead-style hostage taking

When the prison system fails

who had banded together for protection. These groupings show the nature of the forces with which officers have to cope. Tribal groupings, for instance, have sometimes played a part in riots as prisoners herded together to share out contraband or to defend themselves against a higher proportion of hard men than the prison service has ever before had to cope with.

Prison officers, faced with intransigence, tend to withdraw from close contact. They cannot then sensitively gauge the institutional mood. It is easy enough to sense trouble if more inmates report sick or if there are more petty annoyances. But there are other subtler signs - the tone of voice, uncharacteristic brusqueness, avoidance of contact - which escape notice.

The trouble is that staff putting themselves in close contact with prisoners may think themselves at risk, particularly in some of the more modern prisons which do

not provide the kind of oversight of the Victorian prisons. And the risk is not only to staff.

Dr Stephen Shaw, director of the Prison Reform Trust, finds it significant that all maximum security prisons in England and Wales except for Frankland, near Durham, which was recently completed, and Long Lartin, near Evesham, have had riots. Long Lartin provides a clue; its regime is said to be more relaxed than most with a closer relationship between prisoners and staff and with more for inmates to do.

The object of the hostage taking or riot may be to draw attention to some grievance, apparently petty when seen from the outside world. But inside prisons small issues are magnified. Publicity can also be a stimulus. The newly appointed governor of Wymott Prison, Barry Coombes, believes that the four hours of trouble at Wymott prison in May blew up after the 10 pm news which reported incidents at other prisons. Inmates hear the

bulletin decided to stage their own riot.

What should be done when hostages are taken? Much depends on the nature of the hostage-taker. If he is deranged, a frontal attack using CS gas may be the only hope. If he is not, then the lessons learnt from sieges round the world and compiled for use in this country can be applied. Generally, the authorities lower the temperature by quiet talk and displays of understanding. The hostage-taker may, by the spinning out of time, develop such a bond that danger is reduced.

Once the crisis is over, a peculiar problem arises. What punishment can be imposed upon people who, after all, are already in prison? According to the Home Office yesterday, prisoners could be charged in the courts if the alleged offence was serious. That would be a matter for the police. In January 1984, for example, a remand prisoner who went berserk in Worsworth Scrubs and held an assistant governor at razor point for four hours was jailed at the Old Bailey for two years.

Otherwise, for serious disciplinary offences within prisons, the Board of Visitors could order forfeiture of privileges; exclusion from associated work not exceeding 56 days; stoppage of earnings not exceeding 56 days; confinement to cells not exceeding 56 days; and forfeiture of remission not exceeding 180 days. These may not seem draconian, but they make the monotony of prison life still more unpalatable. The author is Home Affairs Correspondent of The Times.

Ronald Butt

No boost - just urgent repairs

There is much that the public does not like about the government's performance. Most of Mrs Thatcher's supporters had supposed that once the worst of the inflationary threat to social stability had been overcome there would be a return to better standards generally, and that the shortcomings in the essential (all important) public services would be repaired. That has not yet been possible.

Yet the responses to questions about voting intentions leave no doubt that the priority for most people is that Labour should not get in. The Conservatives have drawn at least level with Labour and are if anything slightly ahead; the Alliance has lost support, at least partly because of many people's reluctance to cast votes which might help Labour.

It is in this context that we should consider Nigel Lawson's autumn announcement of public spending increases of some £4.5 billion for 1987/88 and £5.5 billion in the following year. This could have begun a process of reassurance about the quality of essential public services. Instead it has been assumed from Lawson's refusal to write his hands, and from the direction of the Opposition's attack, that he is a pure opportunist who, for electioneering purposes, has increased public spending simply to get a consumer boom going by boosting spending power.

This does not stand up to logical analysis. First, if the Treasury's forecasts are correct (and the recent record suggests they are) there will be no increase in public sector borrowing over the £7 billion target. Still more relevantly, what this means is that borrowing will be kept at 1.4 per cent of gross domestic product, that is, at a slightly smaller proportion of GDP than at present. If that happens, the statement will not lead to a new spending boost; though even if there were such a boost, it would not be in time for a June or even an autumn election.

Secondly, even if boosting the economy with an election-winning consumer boom were the object of the exercise, this particular Chancellor or Prime Minister would do it not through public spending but by cutting the standard rate of tax to 25 per cent. Tax cuts, however, will be inhibited by the spending cuts. Lawson specifically told the Commons that he would not allow the public spending increase to affect his fiscal policy (of keeping tax cuts within what can be afforded in public borrowing terms). No Chancellor could make that statement and abandon it without giving dangerous hostages. Besides, the expected 3 per cent growth rate is not principally

hinged on a consumer boom. It is a result principally of the improvement in exports and manufacturing. Consumption is expected to continue at about present levels; if anything, the Treasury thinks, it may even be a little less.

The reason for these increases is, of course, the obvious one that certain public services imperatively need the money to overcome their immediate difficulties. It is needed for education (to sort out that sorry scene at last before the public loses patience), for health and for social security priorities. In a society where those in work prosper increasingly, there comes a point at which it is no longer tolerable for essential public services to be substandard. That point has now been reached. The government has to meet people's long-held post-inflation expectations.

But it may be said that improving the public services is also electioneering, and of course it does reflect the government's democratic response to what people want (which is that public services should not suffer further, even for tax cuts). But in the crudest sense it cannot buy votes. People do not vote on the announcement of abstract expenditure figures. They may vote on the condition of schools or hospital wards, but it will take time for the figures to affect these. The government's problem is that it has allowed a false image of its actions to be created. It has been supposed that it has been curbing public spending in real terms over years. But it hasn't. Now it is supposed that it is expanding spending when what is actually happening is that it is increasing spending less fast.

All this, however, points to the problem which the Conservatives must clearly undertake to solve. Public service increases of the kind we have seen this week are simply short-term measures to stop further deterioration. The fact that essential services are seen as having deteriorated over the years in which the government has actually failed to cut spending overall only means that public money is spread too thinly over the inessential and the wasteful as well as the vital. The structure of welfare spending remains a hotchpotch of the good, the bad, the necessary and the ridiculous, all bundled up together in a total which the nation can only afford if the essential services are deprived of money to pay for those that are inessential.

The Tories' clear criterion for the next parliament should be that the state should only do what is necessary, but that what it does should be done well, and should be well financed. This government's greatest failure is that it has not tackled the structure of the welfare state and has produced no new priorities. Until it does, the public will never be satisfied with what the state delivers and governments will always be pressed dangerously to spend more or accused of starving good causes. If the state decides it must perform a function, it must perform it well.

moreover... Miles Kingston

And every car an espresso

During a weekend visit to Rome I noticed something not mentioned in the guide books. In the ancient part of the city there is a long, thin grassy space called the Circus Maximus where the chariot racing used to take place. The peculiar thing is that it is now the only part of Rome where serious chariot racing does not take place.

In other words, I spent the weekend watching the Roman traffic go by. That is not what I went there for, nor is it what anyone goes there for, but it is what we all end up doing. Not so much simply to stay alive, though that is part of it, but because it is so very exciting, because in the hands of the Italians driving becomes a daring art of improvisation, instant reactions and getting through gaps that most people would not dare to attempt.

For Britons driving is a dull duty; for the Italians it is an adventure. If you venture on to a British pedestrian crossing, cars will either stop politely or knock you over, unseeing, and on a French crossing you get the feeling that the drivers are out to kill you; but on an Italian crossing your impression is that the drivers aim to miss you by as little as possible, like a torero with a bull.

This presumably explains why Roman cars have far fewer wing mirrors than ours do. My private poll reveals that 95 per cent of British vehicles still have wing mirrors; in Rome, the figure is about 50 per cent. And when they park, they tend to fold their wing mirrors neatly against the side of the car, knowing that otherwise they may not be there when they come back. They also prefer aerials with springs at the base, so that the aerial will spring back into position after hitting something - I saw a police car in the Campo dei Fiori drive under a large parasol and lift this happen.

Italian drivers take their driving more seriously than we do, but their cars less so. Above all, they do not observe such a hard and fast distinction between cars and people as we do. For an Italian driver, a pedestrian is just another form of traffic, a threat and a rival

but also a fellow artist. When the crowds are out for their evening stroll along the Via del Corso, there sometimes comes a lull in the traffic, a space without cars, and then the crowds sweep out into the street and take it over. The next driver to arrive is not surprised to find them there. He simply starts the patient job of colouring the road for traffic again.

In London pedestrians are expected to keep to the pavement. In Rome this is out of the question, because the pavements are already covered with parked cars, so the people go on the street and the cars go on the pavement - indeed, in many Roman streets there is no distinction whatever between roadway and pavement, and none exists in the drivers' minds either.

One of the small pleasures of a weekend in Rome is sitting at a pavement cafe by the Pantheon, on Sunday evening, and watching what seems to be a slow traffic jam roll by. When you see the same cars come past for the second or third time, you suddenly realize it's not a jam at all, it's an evening parade.

The drivers and passengers are eyeing you, and you are eyeing them, and you are simultaneously audience and performer, and if you are a couple of girls in the cafe, and the drivers like the look of you, the occupants of the car will magically appear in the cafe two minutes later. Driving in Rome is also an evening stroll carried on by other means. All roads lead to Rome, they say, but all roads in Rome seem to lead nowhere, which is why I suppose there is serious talk of banning traffic from the inner city. As someone who dislikes cars, I should applaud that, yet I find it much harder to dislike cars in Rome. Just before I left on Monday I watched a man trying to get his car into a space which was actually shorter than the car. He managed to get it in diagonally. At that point a British driver would drive off to look for another space. The Roman jangled on and left the car parked diagonally, disdainfully. That's style for you.









Executive Editor Kenneth Fleet

STOCK MARKET FT 30 Share 1305.1 (-6.6) FT-SE 100 1654.5 (-6.4) Bargains 32691 (34978) USM (Datastream) 130.84 (+0.41) THE POUND US Dollar 1.4260 (-0.0125) W German mark 2.8862 (-0.0404) Trade-weighted 68.5 (-0.8)

Brothers up stake

Messrs Don and Roy Richardson, the Midlands property developers who are bidding for Burns Anderson, the diversified financial services group, took their effective stake in Burns to about 18.5 per cent after active buying in the market by their stockbrokers Ashworth Sons & Barratt.

Quiet start for News Corp

Shares of News Corporation, the parent company of News International, owner of the Times, the Sunday Times, the Sun and News of the World, made a quiet start in first-time dealings on the London stock market.

Portland up

Great Portland Estates interim results for the half-year to September 30 show pretax net revenue of £10.4 million, an increase of £1.65 million on the same period last year.

Insurers upset

Commercial Union Assurance reported a disappointing third-quarter taxable profit of £31.1 million, bringing its nine-month total to £72.2 million. General Accident's profits also were lower than expected.

Ultramar drop

Third quarter pretax profit at Ultramar slumped from £67.8 million to £17.9 million for the three months to September 30.

Table with 2 columns: Market Index, Value, Change. Includes Wall Street, Dow Jones, Nikkei Dow, Hang Seng, etc.

MARKET SUMMARY

STOCK MARKETS

Table with 2 columns: Stock Name, Price, Change. Includes New York, Tokyo, Nikkei Dow, etc.

INTEREST RATES

Table with 2 columns: Location, Rate, Term. Includes London, 3-month Interbank, etc.

CURRENCIES

Table with 2 columns: Location, Rate, Change. Includes London, New York, etc.

Collier resigned after AE share deal through US

By Richard Thomson, Banking Correspondent

Mr Geoffrey Collier was forced to resign from Morgan Grenfell for using outside brokers to buy shares in the AE engineering group just before AE announced an agreed takeover by Mr Robert Maxwell.

China Clays sets sights on Bryant

By Cliff Feltham

English China Clays last night said it was keen to make an agreed takeover bid for Bryant Holdings, the West Midlands housebuilder.

Full bid for Gestetner thought likely

By Richard Lander

Shares in Gestetner Holdings, the printing and stencil duplicator company, were suspended yesterday amid speculation that the large Gestetner family holding had been pledged to an outside party which planned to launch a full bid for the group.



Robert Scholey: attaching a commercial cachet to privatization of the British Steel Corporation

BSC soars to £68m half-year profit

By Edward Townsend, Industrial Correspondent

The British Steel Corporation made a profit of £68 million in the six months to the end of September but privatization, announced recently by Mrs Thatcher, appears unlikely before 1989 at the earliest.

Profits at Smiths up to £56.5m

By Alexandra Jackson

City optimism about Smiths Industries, the broadly-based industrial holding company, was rewarded yesterday when the group reported a rise in pretax profits from £47.6 million to £56.5 million for the year to the beginning of August.

£6m House of Holland sale

Jetch, a video tape and leisure goods importer, quoted on the over-the-counter market, is buying House of Holland, the retail chain, for about £6 million.

SIB near point of takeover

By Our City Staff

Britain's Financial Services Act and its provisions for regulating the markets should be in force by late next year, Brian Hilton, Under-Secretary of the Department of Trade and Industry, said yesterday.

Gas shares interest 32% of adults

By Teresa Poole, Business Correspondent

The Government's hopes that half the families in Britain will be shareholders by the next election have been given a boost. A Gallup survey of 1,031 people, published yesterday, found that the British Gas flotation is attracting interest from 32 per cent of adults.

Fall in sterling prompts fears of higher rates

By David Smith, Economics Correspondent

The pound fell sharply yesterday, due to a weak dollar and political and economic uncertainties in Britain, raising fears of an increase in base rates.

NatWest names new chief

By Our Banking Correspondent

Mr Tom Frost is to become the chief executive of National Westminster Bank when Mr Philip Wilkinson, the current chief executive, retires at the end of June next year.

Coffee in continued plunge

By Richard Lander

Coffee prices continued downwards yesterday because of fears that discounts announced by Brazil earlier in the week could start a price-cutting war with other producers in Latin America.

Maxwell stake

Mr Robert Maxwell, publisher of the Daily Mirror, has bought a further 100,000 McCorquodale shares at 31p. This takes his stake in the company to 21.6 per cent.

SE-Isro 'yes'

Stock Exchange members have voted in favour of the constitutional changes necessary for a merger with Isro and the formation of an international stock exchange.

Presenting the Saints Savings Scheme

The Scottish American Investment Company, or Saints as we're known to investors, has a scheme catering specially for private investors.

Managed by Stewart Ivory and Company, the Saints Savings Scheme makes it easier for both existing shareholders and new investors to accumulate Saints shares.

Thanks to the Scheme, small shareholders can invest with less trouble, and at lower cost, than if buying the same shares on the Stock Market.

The Scheme has three options: Regular Saving enables you to save regular amounts each month for investment in Saints shares (minimum amount £25 per month).

Dividend Reinvestment lets Saints shareholders reinvest their dividends, or those of any other public company, in Saints shares.

Occasional Savings and Gifts allow you to contribute lump sums for investment.

For the private investor Regular Saving is particularly attractive.

The Stock Market is volatile and you may be tempted to buy too many shares at the top of the market.

On the other hand, when the market is weak, you may be discouraged from investing at a time when the greatest gains are possible.

Regular Saving will smooth out these extremes.

As for Saints performance, last year our share price rose by 31% (The FT-Share Index All-Share Index rose by 15%).

We increased our dividend by 17% and the AITC Statistical Service placed us 6th out of 138 other investment trusts in terms of share price performance during the year.

By investing in Saints you can have a stake in an international portfolio of shares which also includes smaller and unquoted companies.

We also pay out quarterly dividends so that our investors can see the fruits of their investment more swiftly.

If you'd like to find out more about us, please complete the coupon.

The Saints go marching on.

Stewart Ivory & Company, Investment Managers, 45 Charlotte Square, Edinburgh EH2 4HW. Tel 031-226 3271. Please send me details of The Saints Savings Scheme and a copy of The Saints 1985 Annual Report.

Name: Address: Postcode:

WALL STREET

Table with columns for Nov 11 and Nov 10, listing various stocks and their prices.

Prices turn lower in early trade

New York (Agencies) - Wall street stocks, again taking a cue from the bond market, turned lower in early trading yesterday as bond prices eased from their initial highs.

Traders said there was some concern about a rise in oil prices, putting pressure on bonds, but oil issues failed to capitalize on that speculation yesterday.

The Dow Jones industrial average fell 1.83 to 1,894.12 at one stage when the transport average was down 1.50 to 835.13 though the utilities indicator edged up 0.06 to 210.50.

The broader Standard & Poor's 500-share index slipped 0.33 to 246.75 while the New York Stock Exchange composite index was down 0.14 to 142.00.

Declining shares led advancing issues by a six-to-five margin on volume of about 44 million shares.

Ford Motor Company has announced plans to invest \$171 million (£119 million) in two Michigan plants for the manufacture of newly designed alternators and starters.

Alternators would be produced at the Rawsonville plant and starters at the Ypsilanti plant, the company said.

Inflation is heading back above 10%, says City forecast

By David Smith Economics Correspondent

Britain's inflation rate is heading back above 10 per cent according to a new City forecast. The Chancellor's autumn statement, it is said, has added to the inflationary pressures in the economy.

The forecast, from the stockbroker Williams de Broe, is based on a monetarist model of the economy.

It predicts an average inflation rate of 5.4 per cent next year, rising to above 10 per cent by late 1988.

The forecast, while going further than the majority of City projections, is in line with the prevailing market view that Mrs Thatcher would be unwise to delay too long before calling a General Election.



Nigel Lawson: challenge to public spending claim

The more relaxed fiscal stance announced in the autumn statement has exacerbated existing inflationary pressures arising from past excess monetary growth," said

Mr David Smith, Williams de Broe's economic adviser.

"The Chancellor's claim that public spending financed through taxation is not inflationary, unlike spending financed through borrowing, is wrong because it ignores the adverse supply effects of high taxation in reducing private output and the demand for financial assets," he added.

The Williams de Broe view is that the Lawson boom in the economy displays all the early symptoms of an excess supply of money and that it will be only a matter of time before inflation responds.

Steady vulnerability is expected to keep base rates above 10 per cent for the remainder of this year and in 1987, with the rate rising to an average of 12 per cent in 1988 and 13 per cent in 1989.

£70m bid for Barton Dock

By Judith Hentley, Commercial Property Correspondent

The Manchester Ship Canal Company, which is the subject of a protracted and hostile £37 million bid from Highams, has received an offer of £70 million for its Barton Dock estate, a valuable property for retail development.

An unnamed British developer has made the cash offer which would become payable once planning permission was granted and a development completed.

Mr Donald Redford, the chairman of MSCC, has written to shareholders, advising them that the Highams bid is wholly inadequate.

Morgan Grenfell, the merchant bank advising MSCC, would not be drawn on the identity of the developer but said that the value of the offer was twice that bid by Highams and that MSCC's share price had remained above the 62.5p-a-share bid by Highams.

Capital and Counties, the retail developer, was to have developed the Barton Dock site with the MSCC and is believed to have offered about £60 million for it. But that plan fell through.

The Carroll Group, a private developer, has been buying shares in MSCC and has a joint scheme already under way with the company on another part of its estate.

Bid to break triple witching hour spell

By Richard Lander

A solution to the wild fluctuations on Wall Street, which can arise at the "triple witching hour" of share futures and options contracts, should be at hand within six months, according to Mr Leo Melamed, chairman of the executive committee of the Chicago Mercantile Exchange (CME).

He said a committee of CME officials, futures and share traders and academics had been examining ways of dampening the movements in share prices when arbitrageurs, using sophisticated trading models, tried to take advantage of the coincidental expiry of contracts on stock indexes and individual shares each quarter.

One of the most important contracts is the CME's Standard & Poor's (S&P) 500-share index futures.

Mr Melamed said: "I will predict that by the March triple witching hour we will have resolved the rules that cause it to an extent where we can anticipate it smoothing the dislocation that it does presently."

He declined to elaborate on what form the rule changes might take, but said: "I think we can reach agreement to the satisfaction of the Securities and Exchange Commission and the Commodities and Futures Trading Commission."

Triple witching hour has attracted the close attention of the US regulatory authorities. Last September, traders on the New York Stock Exchange (NYSE) were asked to declare market-close orders in blue-

chip stocks 30 minutes before the end of trading.

Mr Melamed, who is in London for the CME's international financial symposium, elaborated on the link between the CME and the NYSE announced last week. Under this link a joint "ask force" will examine ways to improve business flows between Chicago and New York and reduce costs for traders.

In spite of huge publicity which surrounds programmed trading, Mr Melamed said he felt only a small percentage of traders understood how to take advantage of connection between the stock and futures markets.

"We want to get a means whereby a specialist on the floor of the NYSE can go directly with his order to our floor. At the same time members of the CME who trade S&P futures have yet to apply themselves as hedgers in the actual stocks," he said.

The CME, where many orders are passed to floor traders in paper form, wanted to draw on a system developed by the NYSE for electronically delivering orders from clients to the dealing floor.

A further advantage of the link would be that the two markets would have a wider base from which to start new products. Mr Melamed said. Improved contacts with New York would help the CME launch futures in four subsectors of the S&P index, while the NYSE could list more Japanese stocks when arbitrage opportunities opened up against the CME's planned Nikkei Stock Average futures.

£17m tag for office supplier

By Cliff Feltham

Gordon Russell, a supplier of office furniture, is coming to the stock market, valued at £17.3 million.

There are three separate companies within the business, which has seen pretax profits grow from £217,000 in 1982 to more than £1 million last year. The forecast for the present year is £1.75 million.

The company started in 1972 by selling office furniture under the Caroflex name. Later, it offered reception and boardroom furniture with the acquisition of the William Plunkett business.

This year, it bought Gordon Russell Furniture, from which it takes its name.

A total of 2.9 million shares is being placed through County Bank - 32 per cent of the company - at 190p a share. It will raise about £2.6 million, which will be used to reduce borrowings taken out to finance the latest acquisition.

Geest set to float at £82m

By Lawrence Lever

Geest, the fruit and vegetable company and the largest importer of bananas in Britain, is coming to the market via an offer for sale valuing the company at £81.8 million.

The offer of 25.6 million Geest shares at £1.25 each represents just over 39 per cent of the company. The directors and other parties are selling shares worth £22 million.

The company itself is raising £10 million gross from the offer, which after expenses of £2.1 million works out at £7.9 million.

Profits before tax in its last complete financial year were £6.6 million on a turnover of £366.6 million. In the six months to June 28 this year it made pretax profits of £5.4 million.

It is forecasting full-year profits before tax of not less than £8 million.

Ericsson back to profit in third quarter

Ericsson (Telefonaktiebolaget LM), the Swedish electrical engineering company, has returned to an operating profit in the third quarter of 1986 and cut its losses after allowing for financial income and expenses.

The company reported an operating income of Skr184 million (£18 million) against a Skr58 million loss a year earlier, despite a slight fall in net sales from Skr6,626 million to Skr6,547 million. The loss after expenses was Skr133 million against Skr223 million in the third quarter of 1985.

The first nine months of 1986 have seen an increase in operating income to Skr1,031 million from Skr1,004 million a year earlier.

Ericsson said the gradual improvement in operating results during the second and third quarters was expected to continue.

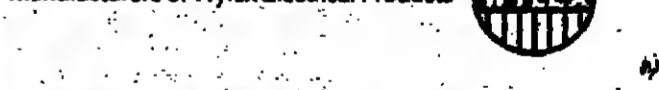
The improvement in results for the third quarter - traditionally a weak period - indicates that the programme of concentration and rationalization measures is gradually taking effect. The largest improvement was in information systems business.

Income in the fourth quarter of this year is expected to be somewhat higher than in the same period of 1985.

GEORGE H. SCHOLLES PLC

WYLEX WORKS, WYTHENSHAW, MANCHESTER M22 4RA

Manufacturers of Wylex Electrical Products



Extracts from the Directors' Report and Chairman's Statement for the year ended 30th June 1986

Table with columns for 1986 and 1985, listing financial metrics like Turnover, Profit on ordinary activities before taxation, Tax on profit on ordinary activities, Profit on ordinary activities after taxation, Extraordinary items, Profit for the financial year, Dividends per share (net).

The company has increased its turnover in excess of 10% and in so doing has maintained its market share of all its main products, showing a significant increase in profits.

A final dividend of 15p per share is being recommended giving a total of 25p per share for the year.

PDL-Wylex Sdn. Bhd. in Malaysia has shown a considerable increase in the manufacture of Wylex products where the company has become the major manufacturer of the three companies involved. There is now a significant transfer of the import of PDL to Malaysia and the company is the only manufacturer at this time. It is in a very strong position to increase its influence in the market place. Our related company in Australia, Cipsal Switchgear Pty. Limited is continuing to increase its share of the Australian market and should continue to do so in the future.

Earlier this year the company acquired a minority interest in Copstead Controls Limited, a company involved in the design and manufacture of electrical control equipment. This, you will understand, is in an associated field and we hope will lead to a development suitable to the group's advancement.

The directors are recommending that a scrip issue of one new ordinary share of 25p credited as fully paid be made for each existing ordinary share in the company. Appropriate resolutions will be proposed at the annual general meeting to be held on 12th November 1986.

G. R. C. McDowell, Chairman

We encourage our staff to take personal calls.

PARTNERS, associates and staff alike, are all at your service at Jones Lang Wootton. Try calling us and you'll see what we mean. One thing you'll find is we waste no time in getting on first name terms. Not that we're forward, you understand. It's simply part of our plan to become the first name you think of in commercial property. If you're interested in anything to do with offices, shops, or industrial and high-technology buildings, we can help. We've eighty-five partners and associates, and over five hundred staff in the UK alone. And we didn't get big by saying no to small jobs. In the past year, for example, we've handled instructions on units ranging in size from 400 to 3 million square feet. Whatever you need, we've someone who can help. And to help guide you to the right person, let's run through what we do. Our investment people handle buying and selling, and the funding of property development. Our agency teams cover developing, letting and acquiring, as well as rent reviews and lease renewals. Our valuations group can tell you what your property's worth. And in these days of 'intelligent buildings' you need highly intelligent advice on management, maintenance, and the improvement of property.

What's more our databank is one of the largest sources of commercial property information; which is one reason we act as consultants to so many clients. And we're just as at home abroad. In other Jones Lang Wootton firms overseas there are a further 125 partners and 1,200 staff, in 35 offices, in 14 countries on 4 continents. Whether you're at home or abroad, large or small, the number to ring is 01-493 6040. We'd be very pleased to hear from you. There's nothing we like more than personal calls.

Jones Lang Wootton The first name to call in commercial property.

Chartered Surveyors, International Real Estate Consultants, 22 Hanover Square, London W1A 2BN. Telephone: 01-493 6040. Kent House, Telegraph Street, Moorgate, London EC2R 7JL. Telephone: 01-638 6040.





# EEC steel firms offer 10% cuts in defence of quotas

Brussels (Reuter) — Leading EEC steel companies have offered to cut capacity by more than 10 per cent if they are allowed to keep a quota system which protects vulnerable producers, according to steel industry sources.

The offer, agreed at a meeting of the steelmakers' lobby, Eurofer, in Dusseldorf, West Germany, came with a demand that EEC countries finance redundancies, which would result from the cuts.

The lobby offer to cut capacity by 12 million tonnes by 1990, came in response to EEC Commission proposals to scrap quotas that have protected the troubled industry from both home and foreign competition.

EEC industry ministers delayed a decision on the proposals until next Tuesday to give the lobby, which represents nearly all leading producers, the chance to agree alternatives.

Eurofer says that maintaining quotas would prevent the market being flooded by foreign steel and help maintain the balance of supply and demand within the EEC, essential for the survival of many companies.

Since 1980, production quotas have shielded EEC steel companies from competition, while they undertook a restructuring which resulted in capacity cuts of 31 million tonnes and job losses of 240,000.

The EEC industry commissioner, Herr Karl-Heinz Narjes, wants to reduce the proportion of total output protected by the quota system from the present 65 per cent to 45 per cent at the beginning of next year, and to scrap the quotas by 1988.

The Commission said limits on steel imports from 11 non-Community countries should be extended for another year because of EEC market conditions.

It said that the restructuring of the ailing steel industry was making progress, but the process had not yet been completed and did not permit free access to EEC markets.

The Commission said it was seeking a mandate from member states to negotiate an extension of import limits with Bulgaria, Hungary, Poland, Romania, Czechoslovakia, Brazil, South Korea, Austria, Finland, Norway and Sweden.

Export ceilings of these countries for next year should remain the same as those for this year, the Commission said.

But there was no need, it said, to renegotiate an accord with Australia since its steel exports to the EEC were low.

South African steel exports to the EEC have been banned under sanctions adopted in protest against Pretoria's apartheid system.

## Redfearn profits jump as recovery continues

By Alexandra Jackson

Redfearn National Glass, manufacturer of glass and plastic containers, yesterday reported an increase in profits for the year in the end of September from a restated £1.3 million to £2.6 million.

Turnover rose from £58.2 million to £58.9 million, while earnings per share rose from 20p to 38.2p. A final dividend of 6p was declared, making a total of 6p for the year.

Redfearn shares have outperformed the market by more than 100 per cent in the last 12 months, reflecting the presence of the 23.4 per cent stake held by Mr Ron Brierley, the New Zealand entrepreneur, as well as the underlying recovery of the business.

The most marked improvement came from plastics, which jumped from a loss of £256,000 to a profit of £520,000.

Glass profits rose from £1.5 million to £1.8 million, helped by lower energy costs. The percentage of sales from soft-drink bottles has fallen from 35 per cent to 25 per cent. But the percentage of food container business rose from 22 per cent to 33 per cent.

Mr Arthur Church, the group's recently appointed chief executive, is bullish about the company's future. "I am expecting great things from the new management team," he said.

## Phit recommends only Wingate's cash offer

By Judith Huntley, Commercial Property Correspondent

The Chase Corporation, New Zealand's third largest company, posted its offer document for Property Holding & Investment Trust yesterday. The agreed bid is being made by Wingate Property Investments, in which Chase has a 63.1 per cent stake.

Phit's board is only recommending shareholders to take Wingate's 165p a share cash offer and the offer of 80p a share cash for the preference shares and convertible loan stock. Phit's estimated net asset value is 168p a share. It is making no recommendation for Wingate's one-for-two share offer.

Both the Phit board and Kleinwort Benson, its merchant bank, said: "We are not in a position to comment on Wingate paper."

"We feel that shareholders must make their own judgment on the value of Wingate paper."

Wingate is one of the new breed of property companies trading at a substantial premium to net asset value.

Phit has heard no more from Apex Group, another New Zealand company which failed in its partial tender offer for the company at 160p a share.

The offer document from Wingate reveals no hidden plans within Phit and the market now thinks it unlikely that Apex will come back with a higher offer.

## LCP hits at Ward White

By Cliff Feltham

Mr David Rhead, chairman of LCP, the property and car accessories group, last night launched a fierce attack on Ward White, which is making an unwanted £150 million takeover bid for the company.

He claimed that Ward White was in danger of "severely damaging" the business they want most — LCP's Whitlock car parts chain in the US which contributes the bulk of the profits.

Mr Rhead, in his defence document, says Whitlock is entirely different from the Halfords operation run by Ward White in the United Kingdom.

"Whitlock is not a transatlantic Halfords, Ward White cannot identify any acquisition opportunities in the US autoworld market which the experienced and well-informed Whitlock team are not already aware of and are better placed to assess."

A number of successful US general retailers have tried to enter the specialist auto-parts market. Most have had more experience of the US market than Ward White. Most have been unsuccessful.

LCP also launched a strong attack on the acquisitive style of Ward White, which owns the Payless DIY chain and Owen Owen department stores, describing its strategy as "a spate of acquisitions linked only by the tenuous common thread of retailing."

Mr Rhead also defended LCP's British property activities — which, he claims, Ward White "appears to have no knowledge of or interest in."

Mr Philip Birch, the Ward White chairman, last night hit back, describing the LCP response as "weak and woolly."

## Excitement wavers at CU and GA

After the excitement of good first and then much better second quarter figures, third quarter results from Commercial Union and General Accident disappointed.

The pace of profits recovery slowed with GA actually registering lower pretax profits in the third quarter at £38.9 million against a second quarter £45.5 million.

The drag on CU's American business from the high level of involuntary business was obliged to write and GA's continuing problems on the British motor account.

Involuntary business — unpopular risks that some American states oblige insurers to write — accounted for a high 10 per cent of CU's American exposure.

Its participation is assessed on its past exposure rather than its now reduced exposure to America.

CU's American underwriting loss eased to £38 million from £58.3 million in the previous third quarter, for a reduced nine-month operating loss of £22.3 million against £80.2 million.

The company hopes the long awaited emergence into profit will happen next year, just as rate rises on American commercial lines are expected to slow down appreciably.

CU's American nine month operating ratio (claims and expenses against premiums) remained well above the industry average at 115.1 per cent, although it reduced from 122.1 per cent. GA's fell to 108.76 per cent against 116.41 per cent.

GA's third quarter British motor account made a thumping £11.1 million underwriting loss against £6.5 million in the second quarter. The claims frequency continues to rise and the cost of claims rose 6 per cent in the third quarter.

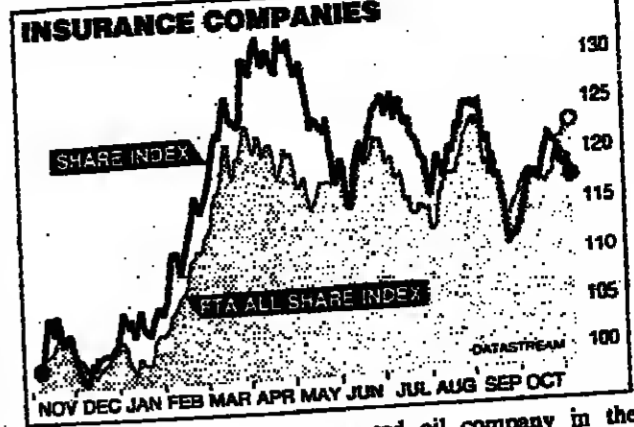
GA has already imposed three rate rises in 1986 totalling 26 per cent. If motor does not come right soon, more rises can be expected.

Wood Mackenzie, the stockbroker, has shaved back its full-year forecasts to £110 million pretax for CU and £130 million for GA.

CU's shares fell 13p to 269p and GA's lost 13p to 831p.

However the shares are underperformed — CU's by a prospective yield of 6.8 per cent and GA's by an asset backing of 108p a share.

The composite insurance sector is out of favour but both companies have attractions.



## Great Portland Estates

Great Portland Estates is attempting to shake off what was a sloppy image and justify its reputation as a blue chip property company.

Interim results show pretax net revenue up from £8.75 million to £10.4 million for the six months to September 30. Rents receivable rose from £10.29 million to £12.84 million.

The company has bought £13 million of freehold property in the past few weeks. The purchase of the 33,000 sq ft office block at Chiswell Street in the City is part of a plan to buy adjoining properties fronting Finsbury Square to develop a 75,000 to 100,000 sq ft site worth £35 million.

Great Portland is seeking planning consent for a 180,000 sq ft high-tech development at Weybridge, Surrey. If successful the company could benefit from the proposed changes in planning law. These would permit a more flexible business use on such sites.

There is talk of a corporate acquisition, although it is unlikely to be a property company.

Great Portland is geared for development and will aim for trading profits next year to offset a loss of earnings incurred through its development programme.

The interim dividend is 2.5p a share and the final dividend is an estimated 4.6p. Earnings per share are 4.5p compared with 3.8p. The share price was down 4p yesterday at 194p.

## Ultramar

Ultramar has always been something of a curiosity among oil companies in that it is involved in every phase of the business — from oil and gas production to shipping, refining and marketing — without being a truly integrated oil company in the accepted sense.

While it may lack the flexibility of its more integrated competitors, its earnings nevertheless have some of their resilience. The reduction in upstream profitability is partly offset by profits downstream.

Its oil and gas production earnings quartered to £7.3 million in the third quarter to September 30. The Indonesian LNG (liquefied natural gas) price is only belatedly reflecting lower oil prices: an equivalent of \$17.37 a barrel in the third quarter compared with a first quarter average of \$27 a barrel and a second quarter average of about \$21.

Refining and marketing profits, on the other hand, tripled to £11.3 million as the margins in Canada widened. The benefits of the Gulf Canada acquisition are also coming through. Its marketing outlets in Canada have made the Pittston outlets in the United States, acquired 3 years ago, redundant.

Unfortunately, the profits from the oil and gas operations are being eaten away by financing charges of £12.2 million, up 40 per cent on last year. Borrowings have risen to 34 per cent of capital employed.

Cash flow recovered strongly in the third quarter and the final quarter cash flow will be boosted by the proposed sale of the redundant US marketing assets. However, a question mark still hangs over the safety of the final dividend, especially as Ultramar cannot reclaim its advance corporation tax. The interim was cut from 4p to 2.5p. A cut in the final from 6.5p to 3p might not be unrealistic, putting the shares on a yield of 4.2 per cent.

As the oil price continues to be volatile at low levels, so will Ultramar's profits. Perhaps Mr Ron Brierley's 13 per cent stake and Rainbow Corporation's 6.8 per cent stake will keep takeovers hopes alive.

### Redfearn National Glass

"Pre-tax profits doubled"

Preliminary Announcement  
52 weeks ended 28 September 1986

	52 weeks ended 28 Sept 1986	51 weeks ended 28 Sept 1985 (Restated)	% Change
Turnover	58,860	58,204	+1
Profit on ordinary activities before taxation	2,557	1,278	+100
Profit on ordinary activities after taxation	2,329	1,223	+90
Extraordinary items	422	1,669	-
Profit attributable to shareholders	2,751	2,892	-5
Earnings per ordinary share	38.2p	20.0p	+91
Dividend per ordinary share	6.0p	2.0p	+200

John Pratt, the Chairman, reports:

- \* Profits before taxation doubled.
- \* Interest charge down by 34%.
- \* Earnings per share increased from 20.0p to 38.2p.
- \* Dividend increased from 2.0p to 6.0p per share.

REDFEARN NATIONAL GLASS plc,  
Monk Bretton, Barnsley, South Yorkshire, S71 2QG

## China 'could open money markets'

From Robert Grieves, Peking

China could develop money markets within the next 10 years if its leaders continue on their present course of economic development, Mr John Phelan, the chairman of the New York stock exchange, said in Peking.

Mr Phelan spoke as he and 25 Wall Street executives visited the country to hold seminars on how to develop financial markets.

"China will not necessarily develop the kind of stock market we are used to," Mr Phelan told *The Times*. "But the Chinese have some very sophisticated people looking at these questions."

"In the next 10 years there will be enormous growth in this area."

The "China-United States symposium on financial markets" held at the Great Hall of the People, looked at the role of investment banks in the financial system and new ways to raise capital.

More than 300 Chinese officials from state banks and finance-related government agencies attended the seminars, among them Mr Chen Muhua, a state councillor and governor of the People's Bank of China, and Mr Liu Hongru, vice-governor of the People's Bank.

Among the American financial experts were Mr Elliot Richardson, the former US Commerce Secretary, now a partner at the New York law firm of Milbank, Tweed, and Mr William Rogers, the former US Secretary of State, now a senior partner in the Washington law firm of Rogers and Wells.

China has established fledgling stock exchanges in Shanghai, Changqing and Wuhan, and a bond market in Shenyang.

In addition, it has made the People's Bank the country's central bank and charged it with regulating the money supply and interest rates.

Peking wants to open 10 more money markets in the next few years, in its drive to make the Chinese financial system more flexible.

In his opening remarks at the symposium Mr Lin outlined the financial problems facing China.

He said that overall financial regulation was "not quite adequate" — investment funds were under-utilized and that the country's interest rate structure must "rationalized."

Mr Phelan and other New York stock exchange officials are scheduled to meet Mr Deng Xiaoping, China's senior leader tomorrow.

### SMITHS INDUSTRIES

PRODUCTS AND SYSTEMS FOR THE AEROSPACE & DEFENCE, MEDICAL AND INDUSTRIAL MARKETS

- Profit up 19%
- Earnings per share up 27%
- Dividend up 22%
- Further growth expected

	1986	1985
Turnover	£401.2m	£371.4m*
Profit before Tax	£56.5m	£47.6m
Earnings per Share	16.4p	12.9p
Dividend per Share	5.5p	4.5p

\*continuing businesses

Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

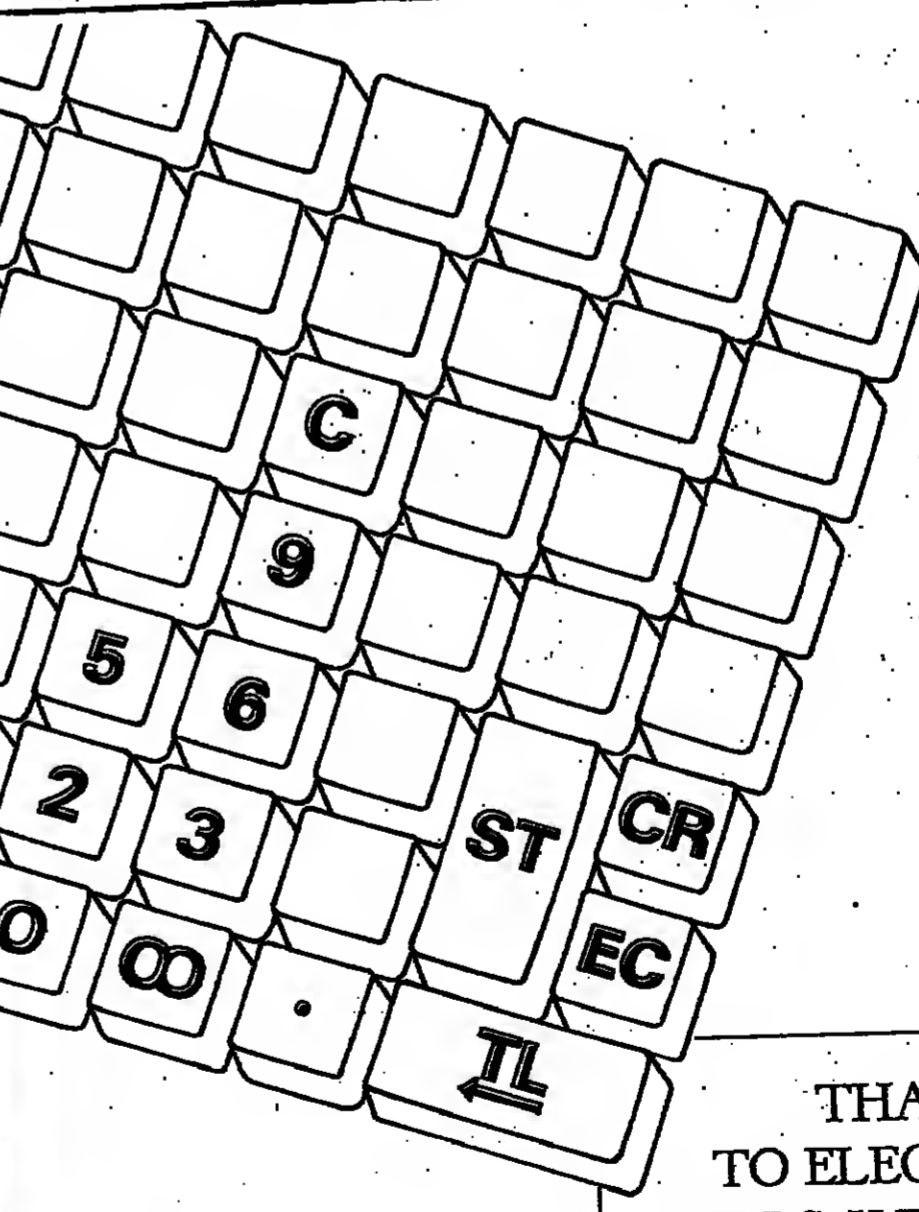
Position \_\_\_\_\_

Tel. No. \_\_\_\_\_

### BASE LENDING RATES

ABN	11.00%
Adam & Company	11.00%
BCCI	11.00%
Citybank Savings	11.45%
Consolidated Bank	11.00%
Co-operative Bank	11.00%
C. Hoare & Co	11.00%
Hong Kong & Shanghai	11.00%
Lloyds Bank	11.00%
Nat Westminster	11.00%
Royal Bank of Scotland	11.00%
TSB	11.00%
Citibank NA	11.00%

† Mortgage Base Rate.



THANKS TO ELECTRONIC TILLS, WE'VE RUNG UP GREAT RESULTS.

The highly advanced ADS Anker cash registers are ringing up record sales in more ways than one.

Over the last ten years, for example, they have supplied some 300 cash registers to Virgin Records.

It's the sort of performance that keeps BTR top of the charts.

## BTR

BTR PLC, SILVERTOWN HOUSE, VINCENT SQUARE, LONDON SW1P 2PL. 01-834 3848.

COMMERCIAL PROPERTY

# Arndale shopping centres to undergo £25m refurbishment

By Judith Huntley

Arndale Shopping Centres, the specialist centre subsidiary of the Peninsular and Oriental Steam Navigation Company, is to spend £25 million on refurbishing its shopping centres.

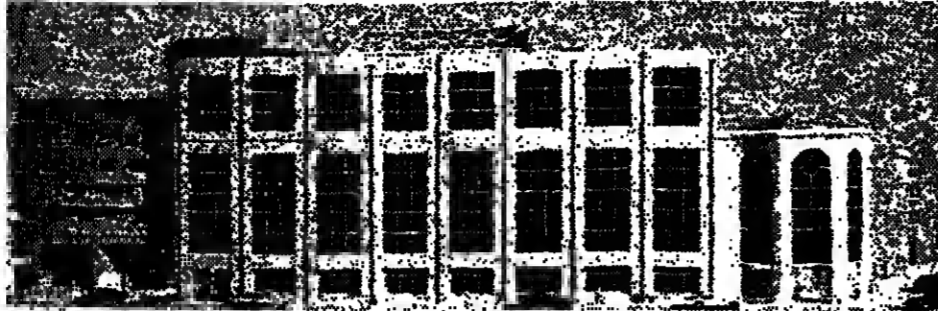
The move was announced yesterday by Mr Peter Ford, chairman of Arndale. He said: "Arndale currently operates some of Britain's largest and busiest covered shopping centres."

"However, the need to strengthen the concept of 'in town' shopping and the rising expectations of shoppers and retailers has led us to reassess the facilities and services we offer."

"Much of the budget allocated over the next two years will be spent on refurbishing existing shopping centres which will include purpose-designed leisure facilities." Arndale intends spending £20 million of its budget in the North-west of England. The company plans to convert the Knightsbridge Mall of Manchester's Arndale Centre into a speciality area.

The development went through a bad patch but Arndale says it has been encouraged by the number of lettings in the last year or so.

The scheme will be enhanced by the fact that Ramada International, the US hotel chain, is to convert Fairbairn House - close to the Manchester Arndale - into a 205-bedroom luxury hotel.



Helical Properties and Higgs and Hill Developments have sold their joint development, the 100,000 sq ft office block at 48 Chiswell Street in the City of London, to BP Properties for an estimated £39 million. The model shows the building, which is under construction. It will be occupied by BP Exploration. The developers bought the site with interim finance from Bankers Trust and equity from Lazard Brothers, which has a minority interest in the scheme. A syndicated £24 million non-recourse loan came from Security Pacific National Bank.

## Sykes adds more acres to £100m leisure site

The private property company Paul Sykes (Developments) has added another 40 acres of land to its site for a £100 million retail and leisure centre of 1.3 million sq ft in the Don Valley, near Sheffield.

The extra land, bringing its total to 120 acres, is to be used for additional car parking and improved access.

The developer has yet to reveal details of how the project is to be funded. One possible route may be to sell securities in the development. The company has explored

many avenues but will not yet say which route it will take. The retail element of the project will have three department stores. Mr Paul Butterworth, the managing director of Paul Sykes, says he expects these to be "premium deals" probably involving traditional leases with rack rents.

The remainder of the retail space will be let on turnover rents, which are commonplace in the US but rare in Britain. The developer intends building the project in one phase, with a completion date in 1988.

## Newton to join Trevian board

Mr Gerald Newton, the chairman of Country and New Town Properties, is to join the board of Trevian Holdings. The move comes only days after Country and New Town paid £30 million for a large slice of Bay Financial Corporation in the US.

The company yesterday bought eight properties from Country and New Town for £688,500. It paid £88,500 cash and issued £600,000 of convertible unsecured loan stock to Country and New Town.

Trevian is seeking a USM listing.

COMPANY NEWS

● **CAMPBELL RED LAKE:** The Dome Mines company increased income for the nine months to September 30 to Can\$31.09 million or £15.5 million from Can\$21.07 million. Net income totalled Can\$18.26 million.

● **SIGMA MINES (QUEBEC):** Sigma (Dome Mines group) has more than trebled its net income for nine months to September 30 from Can\$1.482 million or £740,000 to Can\$4.634 million. Total revenue amounted to Can\$25.134 million (Can\$22.206 million). Earnings in the third quarter were Can\$1.268 million.

● **REA HOLDINGS:** The company has agreed to acquire White Sea Holdings for £242,000, to be satisfied by the issue of REA ordinary shares, of which about 77 per cent will initially be retained by the vendors and the balance will be placed on their behalf.

● **INOCO:** The company has completed the acquisition of Rangoon Co from Monaco Group. It has also reached agreement in principle with an associate of Monaco Group Fund to acquire a portfolio of office, shop and commercial properties for about £5.25 million to be satisfied by the issue of 10 million ordinary shares at 50p each and the balance in cash.

● **KEED INTERNATIONAL:** The company is discussing with Norrlands Skogsagares Cellulosa the acquisition by the Swedish company of Reed's Mälaren division whose turnover for the year to March 31 was £42 million.

● **CORTON BEACH:** The company has acquired Asmo Motor Group, Volkswagen/Audi dealers based in Blackpool, for £100,000 satisfied by Corton Beach ordinary shares at 48p each.

● **TOWN CENTRE SECURITIES:** Final results to June 30 (figures in £000). Final dividend 0.7p (0.6p) making 1.1p (1p). Gross rental and investment income £837 (5,728), group revenue before interest charges 4,709 (4,382), profit before tax 3,016 (2,653), profit attributable to shareholders 1,926 (1,617), eps 2.13p (1.79p).

● **BENNETT & FOUNTAIN GROUP:** The company has announced a 97.14 per cent take-up of new shares following the recent £4 million rights issue. Acceptances have been received for 20,271,750 new ordinary shares with the balance placed with institutional clients of Phillips & Drew, the brokers.

● **EGLINTON OIL AND GAS:** Six months to June 30 (figures in Ir£). Revenue for period 90,576 or £82,341 (116,855), pre-tax loss 84,247 (22,134) profit/loss per share Ir£0.0033 (Ir£0.0006).

● **NEW COURT TRUST:** Year to August 31. Final dividend 11p (10.125p) making 15.7p (14.25p), payable on December 18. Net turnover £6.70 million (£6.07 million), net revenue before tax £1.29 million (£1.039 million), net revenue after tax £849,258 (£721,343), eps 16.98p (14.43p). Net asset value 595p (491p).

● **HELICAL BAR:** Contracts have been exchanged for sale to BP Properties of 48 Chiswell Street, London EC1. Helical's share of a first payment next month is estimated to contribute a profit of £4.5 million pre-tax. In the current year further payments due in 1987 will provide a similar amount of pre-tax profit to Helical in the year to January 31, 1988.

More company news is on page 28



NINE MONTHS' REVIEW

ASSURANCE

# Strong progress

★ Improvement of £76.1m in unaudited operating profit before tax.

★ Good performance and growth in the United Kingdom.  
★ Substantial growth in life business.

★ United States progress continues.  
★ Satisfactory results achieved in other territories.

MAIN FEATURES OF RESULTS

	9 months 1986	9 months 1985	Year 1985
	Unaudited	Unaudited	Actual
	£m	£m	£m
Total premium income	2,092.1	1,708.7	2,306.0
Life profits	58.2	48.6	80.3
Non-life operating result	14.0	(52.5)	(139.1)
Operating profit/(loss) before taxation	72.2	(3.9)	(58.8)
Taxation and minorities	(25.8)	(27.5)	(31.6)
Realised investment gains	56.0	39.6	59.9
Profit/(loss) attributable to shareholders	102.4	8.2	(30.5)
Earnings per share	24.82p	1.99p	(7.40)p
Shareholders' funds	£1,360m	£1,032m	£1,161m

	£m	£m	£m
Operating profit/(loss) before taxation	59.9	38.4	71.5
United Kingdom	(22.3)	(80.2)	(178.6)
United States	37.6	26.6	38.8
Canada	8.3	6.2	5.6
Rest of the World	19.4	22.2	30.1
Interest on central borrowings	(30.7)	(17.1)	(26.2)
	72.2	(3.9)	(58.8)



Commercial Union Assurance Company plc

## BRITISH STEEL:

# £68m HALF-YEAR PROFIT - BUT UNCERTAINTIES CONTINUE

British Steel Chairman Robert Scholey yesterday reported a profit of £68 million for the six months to September 27, 1986, after interest but before taxation and exceptional items, which were not significant in the half-year.

Mr Scholey described the result as "further progress in the recovery of BSC at a time when restructuring of the industry in the ECSC remains incomplete."



UNAUDITED CONSOLIDATED RESULTS

Half-year to 28/9/85	Full year to 29/3/86		Half-year to 27/9/86
£m	£m		£m
1725	3502	Turnover of UK operation	1511
52	130	Profit on ordinary activities before interest	77
(25)	(54)	Interest payable	(9)
27	76	Profit on ordinary activities after interest	68

Note: Exceptional items, taxation and minority interests were not significant in the half-year ended September 27, 1986.

Other key points from Mr Scholey's statement:  
● Half-year profits reflect benefits from major projects brought on stream towards the end of last year, and from implementation of the rationalisation measures contained in the August, 1985, strategy. With continuing progress in improving efficiency, further gains were made in manufacturing costs.

● The weakening US dollar and consequent reduction in the sterling cost of raw materials and energy also contributed to the improvement in profit - but this benefit is being eroded with the recent resurgence of oil-related energy prices.

● The relining of the Redcar blast furnace at a cost of £50m was successfully completed and was the major factor affecting production levels in the half-year. During the relining, deliveries were maintained from a strategic stock of semi-finished material which had been built up during last year.

● Despite continuing progress in the half-year, prospects for the second-half are uncertain.

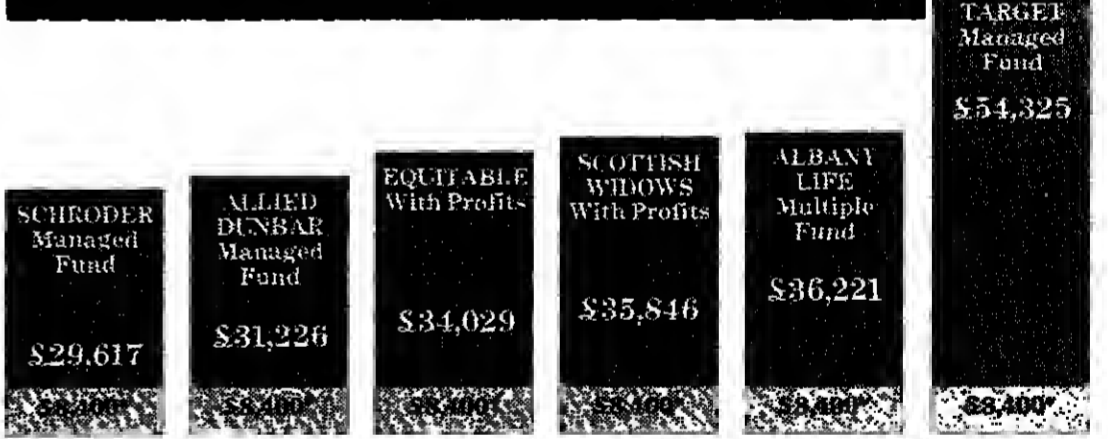
Against a flat, if not weakening European market demand for steel, there is increasing pressure from low-priced imports from the developing third world countries, often subsidised. This comes at a time when the European authorities appear intent on moving more quickly towards a quota-free market than is appropriate when capacity still substantially exceeds foreseeable demand. This problem of low-priced imports must be tackled successfully if liberalisation of the market is not to result in further price collapse with inevitable consequential losses. Margins are under increasing pressure from rising costs while sterling remains susceptible to significant fluctuations in exchange rates.

● All employed in the Corporation are fully aware of the urgent need to strive even harder to achieve greater efficiency, not only in reducing its cost base but, more particularly, in ensuring that it fully satisfies its customers' demands.

British Steel Corporation



## If you're about to invest in a pension plan make sure it's the best on the market.



Value of Pension Fund over 10 years to 1st April 1986.

Assumes 120 monthly premiums of £100. Source: Money Management, August 1986. Amount Invested (Allowing for tax relief at 30%)

● Target soars head and shoulders above all rivals in the pensions field ●  
The Times, Saturday 26th January 1986.

If you're self-employed or the director of a private company, you'll know all about the tax advantages of investing in a pension plan. Your biggest problem will be selecting the best from the rest. Obviously, the most important factor will be the size of your pension fund when you eventually retire.

● Indeed the best performing contract in the survey was linked to Target's Managed Fund ●  
The Daily Telegraph, Saturday 31st December 1985.

All too often, this decision is taken as a result of comparing projected growth figures, whereas the only realistic basis for comparison is achieved growth. The table above compares the actual results of an investment in the Target Personal Pension Plan - linked to the Target Managed Fund - with two leading with profits policies and three other unit linked plans invested in managed funds.

● Target Managed is unquestionably the Steve Cream of investment performance ●  
Money Management, October 1985.

What it doesn't show, however, is that the Target Plan has out-performed all other personal pension plans over the last ten years. What's more, only the Target plan provides you with a guaranteed loanback facility\* enabling you to draw on your investment whenever you like, with no additional management charges.

● Prize for the most outstanding performance of the decade must still go to Target Managed ●  
Money Magazine, February 1986.

And, with Target you're not committed to keeping up a regular payment. You may vary the level of your investment to suit your personal circumstances. Except, of course, with a growth record like ours, we think you'll want to invest more rather than less. To find out more, fill out and return the Freepost coupon below, or phone 0296 394000 and ask for the Client Services Department.



UNIT TRUSTS · LIFE ASSURANCE · PENSIONS · FINANCIAL MANAGEMENT

Please let me have further details of the Target Pension Plan. T/13/11

Name \_\_\_\_\_ Occupation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_ Bus. Tel. No. \_\_\_\_\_

Send to: Dept. MF, Target Group PLC, FREEPOST, Aylebury, Bucks HP19 3YA.

BTR

The results for the six months to 30th September, 1986, continue to show highly satisfactory progress. Net revenue before tax has advanced to \$10,403,000 and, after tax, has increased by 25% to \$6,883,000.

During recent weeks, important properties have been purchased at 4/7 Chiswell Street, E.C.1, The Gecco Centre, Orpington and 88/96 High Road, Wood Green, N.22, involving a total outlay of over \$13 million.

Richard Paskin - Chairman

INTERIM RESULTS FOR 1986. Unaudited revenue account. Half-year to 30.9.86, Half-year to 30.9.85, Year to 30.9.86. Net revenue before tax, Net revenue after tax, Earnings per share, Interim Dividend.

GREAT PORTLAND ESTATES. PROPERTY INVESTMENT AND DEVELOPMENT. Knighton House, 56 Mortimer Street, London W1N 8BD.

General Accident. NINE-MONTHS' RESULTS. The results for the nine months ended 30th September 1986 estimated and unaudited are compared below with those for the similar period in 1985.

NINE-MONTHS' RESULTS

The results for the nine months ended 30th September 1986 estimated and unaudited are compared below with those for the similar period in 1985, which are restated at 31st December 1985 rates of exchange.

It must be emphasised that the results for the interim period do not usually provide a reliable indication of those for the full year.

Table with 4 columns: Item, 9 Months to 30.9.86, 9 Months to 30.9.85, Year 1985. Rows include Premium Income, Investment Income, Underwriting, Less Interest on Loans, Profit before Taxation, Net Profit attributable to Shareholders, Earnings per Ordinary Share.

ANALYSIS BY TERRITORY OF GENERAL BUSINESS PREMIUM INCOME AND UNDERWRITING RESULT

Table with 4 columns: Territory, 9 months to 30.9.86, 9 months to 30.9.85, Year 1985. Rows include U.K., U.S.A., EEC other than U.K., Canada, Australia, Others including London Market Business.

Net written premiums and investment income increased in sterling terms by 29.4% and 16.2% respectively. The 1986 figures include the results of Pilot Insurance of Canada for the first time.

In the third quarter there were underwriting losses of \$36.2m (1985 \$53.3m loss) of which \$12.1m (1985 \$15.3m) occurred in the United Kingdom and \$15.4m (1985 \$23.9m) in the United States.

For the nine months in the United Kingdom there was a loss of \$48.9m (1985 \$58.6m loss). Losses in the Motor account increased to \$26.3m (1985 \$18.1m loss).

For the nine months net premiums written in the United States totalled \$873m (1985 \$727m) with an operating ratio of 108.7% as compared with 116.4% for the same period in 1985.

Elsewhere there were aggregate losses of £29.9m (1985 £41.9m loss). There was continued improvement in many territories including Canada.

New annual life premiums for life business in the United Kingdom in the first nine months of 1986 were £21.9m (1985 £19.7m) and single premiums £22.9m (1985 £43.4m).

General Accident Fire & Life Assurance Corporation plc. World Headquarters: Pitheavlis, Perth, Scotland PH2 0NH.

COMPANY NEWS

SIME DARBY BERHAD: SD Holding Bhd, a wholly-owned subsidiary of SDB, has entered into an agreement with United Estate Projects for the purchase of the entire issued and paid-up share capital of Subang Jaya Medical Centre...

MONEY MARKETS AND GOLD

Table with columns for Euro Money Deposits, Gold, and LONDON TRADED OPTIONS. Includes rates for various currencies and gold prices.

FOREIGN EXCHANGES

STERLING SPOT AND FORWARD RATES. Table with columns for Market rates, 1 month, 3 months, 6 months, 12 months. Lists rates for various currencies like New York, Montreal, etc.

OTHER STERLING RATES

Table listing sterling rates for various currencies: Argentina austral, Australian dollar, Bahraini dinar, etc.

DOLLAR SPOT RATES

Table listing dollar spot rates for various currencies: Argentina austral, Australian dollar, Bahraini dinar, etc.

LONDON FINANCIAL FUTURES

Table listing London financial futures: Three Month Sterling, Dec 86, Mar 87, Jun 87, Sep 87, Dec 87, Mar 88, Jun 88, Sep 88.

RECENT ISSUES

Table listing recent issues: Equities (Apleyford (25p), Avia Europe (25p), etc.), Rights Issues (Balfour F/P, Blue Arrow N/P, etc.).

TRADITIONAL OPTIONS

Table listing traditional options: First Dealings, Last Dealings, Last Dealings, For Settlement. Includes details for various options.

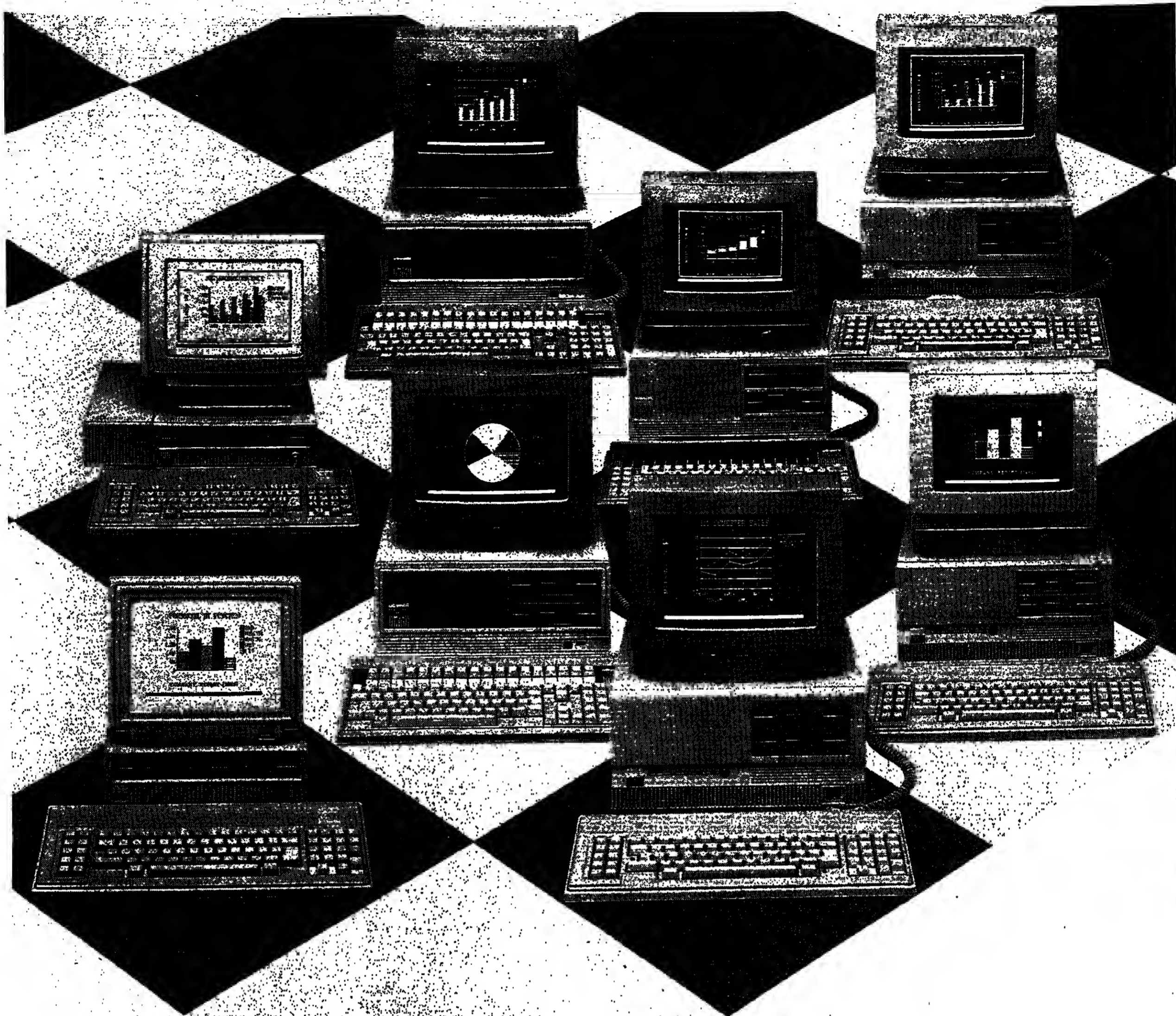
UNILEVER N.V. DIVIDEND ON CERTIFICATES FOR ORDINARY CAPITAL. ISSUED BY N.V. NEDERLANDSCH ADMINISTRATIE EN TRUSTKANTOOR. Includes details about dividend payments and certificates.

LONDON TRADED OPTIONS

Large table listing London traded options for various companies: Allied Lyons, BP, Com Gold, Courtauld, Com Union, Cable & Wire, GEC, Grand Met, ICI, Land Sec, Marks & Spain, Shell Trans, Trafalgar House, TSB, Beecham, Borden, BTR, Beca, Blue Circle, De Beers, Diason, GKN, Gisco, Hamson.

Laing & Cruickshank Investment Management Services Ltd. More than just a Stockbroker. A PART OF Alexanders Laing & Cruickshank Holdings Ltd. THE INTERNATIONAL SECURITIES HOUSE.

سكراين الالوان



# OLIVETTI'S ENHANCED RANGE OF PERSONAL COMPUTERS. THE RIGHT MOVE HAS NEVER BEEN SO EASY.

Whatever position you're in, Olivetti has a personal computer that ensures you move in the right direction.

To start with we're offering a range of three very different PCs: the compact M19, the fast, best-selling M24, and the superfast, high capacity top of the range M28.

We add flexibility by offering each model with a wide selection of features.

You have a choice of four screens with up to 16 colours, six disk drives, and the widest range of software available.

Our graphics resolution is unmatched and while other manufacturers give you one keyboard, we offer a choice of three.

No wonder the Olivetti PC is the world's top-selling PC compatible.

Call or write to: Carol White, British Olivetti, Olivetti House, 86-88 Upper Richmond Road, London SW15 2UR. Tel: 01-785 6666.  
Please rush me details of the Olivetti range of personal computers.

Name \_\_\_\_\_  
 Position \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 Tel. No. \_\_\_\_\_

**olivetti**

**OLIVETTI PERSONAL COMPUTERS. YOU WON'T FIND A BETTER ANSWER.**

iciency  
 which  
 t. ex-  
 d rose  
 with in  
 s an  
 Tim-  
 of the  
 um 7  
 t and  
 return.  
 des is  
 where  
 mil-  
 mil-  
 spec-  
 ed to  
 dine  
 hich  
 not  
 are  
 this  
 ages  
 re as  
 t es-  
 AZT  
 £70  
 ted the  
 d to  
 m-  
 ver-  
 ad.  
 ted  
 but  
 tell  
 n.  
 nt,  
 ver  
 nd  
 in  
 sh  
 fu  
 of

1986 Low Company				1986 High Company				1986 Mid Company				1986 High Company			
Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	

UNLISTED SECURITIES

1986 Low Company				1986 High Company				1986 Mid Company				1986 High Company			
Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	

INVESTMENT TRUSTS

1986 Low Company				1986 High Company				1986 Mid Company				1986 High Company			
Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change	Code	Company	Price	Change
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	
ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00		ARBY UNIT TRUST MANAGERS	1000 1000	+1.00	

Where stocks have only one price quoted, these are middle prices taken daily at 5pm. Yield, change and P/E are calculated on the middle price.

Financial Traders Ltd report \$10 per index point

High/Low Company Price Change



# GENERAL APPOINTMENTS

November 13, 1986

**A**s a head-hunter myself, it comes as no surprise to me that some companies and their consultants are prepared at least to consider legalistic ways of "beating the poacher". Consequently, there is a small but significant movement of opinion in favour of introducing restrictive clauses into top managers' employment contracts. Head-hunters deliberately seek out the very best executives, particularly those already doing well and achieving success. Employers quite naturally feel threatened by this strategy, because, unlike, say, advertised vacancies, it does not rely on any initiative on the part of the employee, stimulated, for example, by boredom or unhappiness. And, by and large, employers accept that dissatisfied staff, if their problems cannot be resolved, are best allowed to leave gracefully.

However, with head-hunting, even the cootered, busy man or

woman may be approached if good enough. But what is often overlooked by the anxious employer is that for every 20 approaches made to individuals, only one is going to lead to a career change. People are also naturally loyal - looked-after managers do not move unless the advantages are substantial indeed.

Furthermore, the adoption by companies of special contractual arrangements - so-called restrictive covenants - to fend off head-hunters by deterring key staff from leaving, has actually had rather limited success outside the statutory monopolies such as (ironically) the legal profession itself. Certainly a covenant couched in obtuse legal jargon stands little chance of being "sold" to individuals. But even if a cosmetically more appealing covenant is drawn up, are such legal agreements necessarily good for employees or good for their employers?

After all, for every company that loses an employee, another



**Restrictions such as contracts to fend off head-hunting should be replaced by company rewards, says John Richards**

one gains. And new staff generally equal good news, not bad, as they should bring a fresh approach and new ideas to the organization. The recent staffing-up in the City is a case in point, as financial institutions seek out the innovators in their fields to introduce major operational and strategic changes. Building societies, insurance companies and banks have been deliberately recruiting innovative,

more risk-taking men and women with sound commercial skills who can successfully take an organization into the new markets opened up next year.

Evidence for this can be found in the recent wave of "deck-clearing" redundancy programmes by banks and building societies to make room for younger, more aggressive executives. Indeed, I would predict the slow

demise of the home-grown manager in this sector and instead expect many financial institutions to be contributing to, and hiring from, a common pool of senior and even middle management.

But by preventing the movement of such employees - attracted by advertised vacancies, head-hunted or otherwise - contractual arrangements are bound to create inertia and prevent natural management evolution taking place. After all, training home-grown managers takes time and sometimes head-hunting from outside is the only effective way of filling the gap.

Ultimately, restrictive clauses are an artificial way of keeping good staff. The "golden handcuffs" of company pensions have done enough to block the mobility of executives in Britain compared with their US counterparts. Restrictive covenants will only exacerbate this problem by introducing yet another means of

clamping individuals to the organizational wheel.

Management recruitment practice in the United States is hardly a panacea for all our ills, but the Americans' hire-and-fire practice does at least ensure that individual managers stay on their toes and up to date in their fields. Not surprisingly, restrictive covenants are practically unheard of in the United States, and a healthy head-hunting industry has not harmed US companies either.

**C**ontractual barriers to stop people leaving are also an exceedingly lazy way of managing. *à la crème de la crème*. If companies want to hang on to precious staff, should they be thinking about more carrot and less stick? Or, to adapt a marketing phrase, giving "more pull and less push"?

So rather than bringing in the lawyers, employers worried about losing key executives should take a

long hard look at their reward structures. Our experience has shown that the good old-fashioned rewards for proven success - regular pay reviews, profit-sharing and incentive schemes - continue to be extremely powerful motivational tools.

Equally important is the need to develop flexible career structures and an "organizational culture" that inspires voluntary - not enforced - commitment to the firm.

Inevitably, in time, various high-calibre staff, across a range of management functions, will move on - some after a relatively short period but most after at least five years' service. Recognizing this, companies should not despair, nor should they seek legal protection. After all, someone *even better* may just be waiting to be snapped up.

*John Richards is director of Ian Ashworth & Associates, executive search consultants*

APPOINTMENTS PHONE: 01-481 4481 - APPOINTMENTS PHONE: 01-481 4481

**CJA RECRUITMENT CONSULTANTS**  
35 New Broad Street, London EC2M 1NH  
Tel: 01-588 3588 or 01-588 3576  
Telex No. 887374 Fax No. 01-638 9216

Excellent opportunity for ambitious young graduate with some previous relevant experience - however new graduates with potential will be considered.

**CJRA**  
**YOUNG GRADUATE - as ECONOMIC ANALYST/MANAGEMENT ACCOUNTANT**  
LONDON £7,500-£9,500

REFINING AND MARKETING SUBSIDIARY OF A MAJOR INTERNATIONAL OIL COMPANY

We invite applications from numerate Economics graduates or equivalent, age 21-25, to join a small department responsible for the preparation of the company's control budgets and plans, appraisal of results and management reporting, project evaluation and other specialist projects and investigations. Initial salary negotiable in the range £7,500-£9,500 depending on qualifications and experience, plus the normal benefits expected of an international oil company. Applications in strict confidence under reference YG1844/TT will be forwarded to our client unless you list companies to which they should not be sent in a covering letter marked for the attention of the Security Manager: C.J.R.A.

CAMPBELL-JONSTON RECRUITMENT ADVERTISING LIMITED, 35 NEW BROAD STREET, LONDON EC2M 1NH.

**CJA RECRUITMENT CONSULTANTS**  
35 New Broad Street, London EC2M 1NH  
Tel: 01-588 3588 or 01-588 3576  
Telex No. 887374 Fax No. 01-638 9216

A stimulating demanding appointment with scope to progress to Board appointment in 2-3 years

**ALPS**  
**GROUP MANAGEMENT ACCOUNTANT**  
BERKSHIRE £17,000-£20,000 + PROFIT SHARE + CAR

EXPANDING PROPERTY DEVELOPMENT AND INVESTMENT GROUP

Applications are invited from Accountants (ACMA, ACCA, ACA), aged 28-35, preferably graduates with at least 2 years' post-qualification experience in a progressive commercial organisation, with practical experience in forecasting and treasury management. As a key member of the Management Team, the successful candidate, reporting to the Managing Director, will provide a wide range of financial planning advice and systems development direction, acting as the link between the accounting function and project managers. In addition to responsibility for the group's day-to-day accounting (through a small, effective team), key will be P/L forecasting, treasury management and production of quarterly results, budgets and variance analysis. The ability to demonstrate initiative, creative but sound commercial flair and a flexible team approach is essential. Initial salary negotiable £17,000-£20,000 + profit share + car, non-contributory pension, free life assurance, free BUPA. Applications, in strict confidence, under reference GMA 121/TT, to the Managing Director: ALPS.

**System Development Specialist**

**FINANCE**

We are part of the Security Pacific Corporation, a major force in financial services, focusing on asset based financing products. Our Company adopts an aggressive European strategy, and is constantly seeking to establish new and unique market niches. Our specialist areas currently include equipment, commercial and property finance.

Fundamental to this business strategy will be the rapid development of effective and expedient computer systems to satisfy the varied demands of our growing product portfolio.

Working independently within a small team, your responsibilities will encompass analysis, design, specification, development and implementation of both new and existing systems, primarily on VAX and PC's. You will have a financial/accounting background and be an enthusiastic achiever of graduate calibre who can "make things happen". Experience of structured techniques and either VAX BASIC/FMS or fourth generation tools would be ideal.

We offer the pragmatic self-starter unbounded career opportunities, overseas travel and an excellent financial package which includes 5% mortgage, subsidised loan, non-contributory pension etc.

For full details contact Rick Allison on 01 387 4549 (daily until 7pm) or 01 852 7067 (evenings and weekends) or send your CV to Greenfield Human Resources, 40 Triton Square, London NW1 3HG, quoting Ref: M8.

**Green Field HUMAN RESOURCES**

**SECURITY PACIFIC EUROFINANCE**

London Based Overseas Travel  
£15 - 20,000  
Excellent Banking Benefits

Scope for an ambitious professional

**ACP**  
**PENSIONS ADMINISTRATOR**  
LONDON EC3 PACKAGE UP TO £16,000

MAJOR INTERNATIONAL COMPANY

We invite applications from candidates aged 25-38 with a minimum of 3 years' pensions administration experience and educated to degree level/professionally qualified. This new position reports to the Pensions Manager and in addition to the pension schemes for the holding and subsidiary companies, in the U.K. and overseas, the department administers life assurance, BUPA and car leasing schemes. The successful applicant will assist in the further computerisation of the pension schemes and there will be day-to-day contact with staff at all levels. Precision, social skills and a diplomatic manner are the qualities we seek. Initial remuneration negotiable by way of base salary up to £14,500 + discretionary bonus, and good company benefits. Applications in strict confidence under reference PA 297/TT to the Managing Director: ACP.

35 NEW BROAD STREET, LONDON EC2M 1NH. TELEPHONE: 01-588 3588 OR 01-588 3576. TELEX: 887374. FAX: 01-256 8501.

ORGANISATIONS REQUIRING ASSISTANCE ON RECRUITMENT: PLEASE TELEPHONE 01-528 7530.

**MOXON DOLPHIN & KERBY LTD**

Recruitment Advertising  
Executive Search  
Management Selection  
International Recruitment

178-202 Great Portland Street, London W1N 6JJ. Tel: 01-631 4411.  
8 Mathew Street, Liverpool L2 6RE. Tel: 051-236 1724.

**Chemical Engineer**

The career opportunity you seek. The challenge you demand.

South Wales

Dow Chemical is one of the world's largest chemical companies with a very modern, highly computerised Polystyrene plant at Barry, South Wales.

We now require an ambitious Chemical Engineer to work in a small team of like minded professionals. Your brief will be to continuously look for improved operations, technology, quality and economics. You should be in your twenties with a good honours degree in chemical engineering. Whilst experience within an industrial environment would be advantageous it is not essential.

We'll expect a lot from you, but we'll give plenty in return. The salary is highly competitive and the benefits are those you'd expect from a large international company, including relocation expenses where applicable.

If you are keen to take on responsibility from the start and have an enthusiastic, flexible and creative approach then telephone Martin Clarke, Production Supervisor for more information. Alternatively, write or phone for an application form to Sylvia Harvey, Personnel Department, Dow Chemical Co. Ltd, Hayes Road, Sully, Penarth, South Glamorgan CF6 2YB. Tel: (0446) 737151.

**Dow** - a Division of The Dow Chemical Company

**Could you develop our International Market Research Statistics Database?**

Glaxo is one of the fastest growing international healthcare groups. We have access to a vast amount of marketing information from around the world, and to enable us to harness this information for the management of our expanding business an extensive computerised database has been established.

The person responsible for the further development and operation of our International Marketing Research Database will therefore play a very important role and will have every opportunity to demonstrate their abilities and potential for career progression.

You will need to apply sophisticated interrogative programmes to re-analyse data and produce high quality hard-copy for worldwide circulation. Additionally, as a member of a small team, you will help evaluate international pharmaceutical databases, liaising with external data and software suppliers to decide upon the most efficient method of compiling information.

This pioneering role calls for numeracy and highly developed analytical and interpretive skills. A background in IBM micros using DOS and other micro-based software will be essential.

The right mix of qualities and skills is more important than any particular level of previous experience. Therefore, a salary will be offered commensurate with your experience in a range of £5,000-£16,000 pa.

Based in our prestigious new offices in Ealing you will also receive an attractive benefits package, including Group bonus, a non-contributory pension scheme and a relocation assistance where required.

Please telephone for an application form or write to Carolyn Greene, Personnel Manager, Glaxo Pharmaceuticals Limited, Greenford Road, Greenford, Middlesex UB6 0HE. Telephone No. 01-422 3434 Ext. 2602. (Or if you wish to discuss informally the background to the position in more detail, telephone Richard J. Wormald on Ext. 3004.)

**Glaxo**

**ADMINISTRATOR Human Resources**  
£10,500

A substantial service organisation based in Central London with a regional network of some 20 offices and 3,000 employees is seeking an administrator to work closely with the Head of the Human Resources Department. Applicants who should be graduates 24-27 years, will be involved in the co-ordination of personnel policies on a national basis; the provision of regular personnel related statistical information; 'ad hoc' project work and the 'in house' staff magazine plus other duties. This is an ideal opportunity for somebody who wishes to develop a career in personnel - assistance will be given in achieving the IPM qualification. Keyboard skills are essential as the department uses micro computers.

01-437 1014.  
**MacBlain NASH & Associates**  
Recruitment Consultants 130 Regent Street, London W1R 5PE

**THURROCK TECHNICAL COLLEGE WOODVIEW, GRAYS**

REQUIRED AS SOON AS POSSIBLE

**SENIOR LECTURER IN MANAGEMENT STUDIES**

To teach a range of Management subjects up to Graduate/Post Graduate level and to contribute to the development and running of the School of Management and Industrial Relations. The successful candidate will have significant practical or management experience together with an appropriate management qualification.

SALARY: Min. £12,897 (bar at Point 4) Max. £16,155 including Fringe Allowance.

Application form and further particulars may be obtained from the Principal to whom completed forms should be returned within fourteen days of the appearance of this advertisement.

**HEAD OF UK OPERATIONS**

WaterAid is unusual among UK charities. It draws its main support - technical and financial - from the experience and goodwill of those responsible for water in this country. It applies that support to low-cost water projects in some of the poorest countries of Africa and Asia.

In each UK region, WaterAid has a regional representative. These are senior water industry staff, who have voluntarily taken responsibility for generating awareness of, and resources for, WaterAid's work. Increasingly they address the industry's consumers as well as its employees. 1986-7 income has recently passed £1 million.

The Head of UK Operations will support regional representatives and help to devise further initiatives, capitalizing on the industry base, capable of generating an income of at least £5 million a year, as soon as possible.

Applicants will need to demonstrate a capacity to get results from a team of senior colleagues, and will need an understanding of Third World development. Experience in the running of a charity could be advantageous but is not essential. The post is London-based and carries an initial salary, according to experience, of up to £14,000 p.a. Further information can be obtained from David Collett, Director of WaterAid, at 1 Queen Anne's Gate, London, SW1H 9BT. Tel. 01-222 8111. Closing date for applications 5th December.

**WaterAid**

**'EXPERIENCED RETAILER'**

To set up and run a prestigious retail outlet handling imported fabrics and furnishings in a superb Pimlico location. For further information call Patricia Kerr on 01 834 4371

**MEDIA SALES EXECUTIVE**

Thriving Middle East media house has vacancies for extra executives in their London office, to cope with increased business and to stimulate more.

Each must be something of an all rounder - a salesman who is at ease with administration, a self-starter with a strongly developed sense of team spirit, intuitive, articulate and able to engender confidence and trust both with our customers and our publisher-principals.

Knowledge of the Middle East and/or advertising would be useful. Alternatively, a graduate in business administration or marketing might well be a suitable candidate.

The man or woman we are seeking will probably be between the ages of 25 and 35. Salary will be according to qualifications and experience.

If you think you fit the bill, please write in the first instance to our associates:

**Overseas Publicity Limited**  
91-101, Oxford Street  
LONDON W1R 1RA

**Overseas Financial Managers**  
£15,000 + profit share scheme + commission London

My client is a newly established confirming house. As part of their London operation they wish to employ Overseas Financial Managers to be responsible for the provision of confirming and trade finance for importers and exporters to and from the USA and South Africa.

You will be expected to provide advice to clients on all aspects of transacting business in these countries. Practical experience in the confirming business with particular reference to the USA and/or South Africa is required. An existing client base would be useful.

The positions offer excellent prospects to the right person.

Please apply with full cv to Cheryl Shadrach, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

**PER**  
BRITAIN'S LARGEST EXECUTIVE RECRUITMENT CONSULTANCY



Handwritten note: 150

# GENERAL APPOINTMENTS

## Coopers & Lybrand. Where people find success.

### Coopers & Lybrand associates

Coopers & Lybrand Associates Limited  
management consultants  
Plumtree Court, London EC4A 4HT

#### Decision Support Consultancy

The Decision Support Group seek consultants of the highest calibre who can demonstrate substantial achievement in the use or development of Decision Support or its related technologies.

We are a fast growing group with a broad mix of skills covering the DS spectrum from IT to business analysis. We have been responsible for the design and implementation of a large number of systems including 'intelligent boardrooms', executive information

systems and financial consolidations. In building these systems we use a wide range of technologies from micro packages to mainframe relational databases or modelling systems. However, in the development of these systems, our major concern is to support the decision maker with appropriate information. It is in this area that we primarily wish to strengthen our team.

Aged 26 to 34, with a degree and a professional qualification or MBA and with either a broad based business or accounting background, it is likely you are currently working with the senior management and Board of a major organisation in the identification of information needs or the delivery of Decision Support.

We are offering an excellent remuneration package which includes a car. If you are interested in this opportunity and want to exploit your skills on a wider front, please send your resume, including a day time telephone number, quoting ref T01/34 to Gerry Cryer.

### Coopers & Lybrand

Plumtree Court, London EC4A 4HT

#### Business and Marketing Strategy

Coopers & Lybrand, one of the world's largest and most diversified business advisory firms, is committed to enhancing its UK position. As we expand our internal business planning and marketing functions we need to recruit further ambitious and talented people onto the team.

Successful candidates for this challenging role will probably have

experience of marketing within the service sector or industry, and an MBA or equivalent. Of paramount importance is an ability to demonstrate problem-solving skills in a rapidly changing environment.

These positions provide an excellent opportunity to work at the most senior levels of the firm, helping to shape and implement strategy. A highly attractive package is available. There are excellent prospects either within the group itself, or within our expanding management consultancy division.

If you possess the skills, drive and ambition we are looking for, send a full career resume to Dr Sydney Richardson, Director of Planning.

#### UK Property Manager

With a major City presence and around 30 regional offices, Coopers & Lybrand's space requirements take efficient planning and highly professional management.

To continue this, we're now looking

for a property manager, probably a chartered surveyor, who's ready to take on this senior management role as a new career challenge. Based in the City, but travelling to our various regional locations, you'll manage a small in-house team.

It's likely that you're currently working in commerce or industry, with the in-depth professional knowledge and liaison skills to help senior management define their space needs; to negotiate effectively with landlords and developers, and to manage fitting-out projects. You'll also liaise with the firm's own professional advisors on the management of a diverse property portfolio.

In return, you can expect a remuneration package of not less than £25,000, plus car and private health insurance, together with an excellent opportunity to develop your career.

If you have the experience and expertise we're looking for, send a career resume to Roger Reeves.

### PRODUCT DEVELOPMENT MANAGER

An intriguing challenge for an Insurance Professional

Up to £18K + benefits - London

In the competitive market for private health insurance, BUPA is determined to stay several steps ahead of the field through constant research, innovative product development and shrewd marketing.

At our London Head Office a small team of Market and Product Analysts has the brief to gather intelligence and formulate recommendations for developments and enhancements to new and existing products. At a time of exciting expansion and diversification, the need for an up-to-the-minute, integrated picture is critical if we are to respond swiftly to market forces. This team plays both a proactive and reactive role in co-ordinating disparate sources of information and undertaking specific research projects. In short,

it is the springboard for every new product initiative in its sector. The task of leading this team of four, concentrating on the Individual Purchase Sector and co-ordinating the wide variety of projects ongoing at any one time falls to this PRODUCT DEVELOPMENT MANAGER. In constant liaison with the Research and Development Director and Marketing, Legal, Finance and Actuarial Departments, you'll find each day will present new challenges. Ultimately the scope of this fascinating post will be as wide as your talents and drive allow. That's why we're looking for initiative and imagination in addition to analytical skills and sound technical knowledge of Insurance. Preferably a graduate

with FCII/ACII qualifications and ideally (but not essentially) a company-based product development background, you must be able to 'juggle' a wide range of projects with the resources of a small team. Clearly this is not a job for lovers of routine. It's a practical management role for a resourceful thinker with commercial flair who is unlikely to be under 30. The salary on offer will be supported by substantial benefits including free BUPA and a mortgage subsidy after a qualifying period. Relocation assistance may be available.

Please write with full cv to: Claire Comrie, Personnel Officer, BUPA, Rowell House, Essex Street, London WC2R 3AX.

**BUPA**  
Britain feels better for it.

A new key position

### Project Manager - Feed Additives

Harefield, Middlesex Excellent package + car

Glaxo Animal Health Limited is an autonomous company within the Glaxo Group, responsible for the development, manufacture and marketing of the Group's ethical veterinary and industrial animal health products worldwide. It is a market-leader in the UK veterinary field and has an enviable reputation for quality and excellence.

This vitally important new position will be responsible for taking our new feed additive products through their final development phase and then on to marketing throughout the key markets worldwide.

The product area is completely novel and will be the first in a series of major feed additive product developments already in the pipeline.

The successful candidate will be expected to have a proven track record in marketing or product management of in-feed growth promoters or other

feed additives. A formal qualification in nutrition/animal production/agriculture is desirable, but of greater importance will be a wide practical experience of pig production, particularly in terms of the pig feed industry.

As considerable travel is anticipated, at least one other European language would be preferred.

Salary will be commensurate with experience and qualifications and is backed by generous benefits, including guaranteed annual bonus, Outer London Allowance, car, non-contributory pension scheme, 25 days' holiday and relocation assistance if appropriate. Please send a detailed cv to Mrs M A Model, Company Personnel Officer, Glaxo Animal Health Limited, Breakspoor Road South, Harefield, Uxbridge, Middlesex UB9 6LS. Telephone: Ruislip (0695) 630266.

**Glaxo Animal Health Limited**

## ARE YOU AT THE CROSSROADS OF YOUR CAREER?

Very often, executives and other professional people contemplate a change right in the middle of their career.

Most often their reasons for this are a general dissatisfaction with their present career and the belief that they could and should be doing better.

Chusid Lander is a group of specialist career consultants who for many years have been helping people earning £15,000 a year, or more, to get better jobs - whether they are currently in a job, unemployed or facing redundancy.

We have turned pessimism into optimism, failure into success and



Jaded Executives into highly successful people earning very much more - and we can prove it. For many years, we have been guiding people in the right

direction - now it's your turn! Telephone us to arrange a confidential personal assessment, without obligation, or write to: The Administrator, Chusid Lander, Ref: G/1/14 35/37 Fitzroy Street, London W1P 5AF - enclosing a brief career summary.

LONDON 01-580 6771 MANCHESTER 061-228 0089  
BIRMINGHAM 021-643 8102 NOTTINGHAM 0949 37911  
BRISTOL 0272-22367 GLASGOW 043-3321502  
BELFAST 0232 621824

**CHUSID LANDER**

### ADMINISTRATOR REQUIRED

For large firm of patent agents in EC4. The post has wide responsibilities including staff supervision and recruitment, office management, and some Company Secretarial duties, and would suit a mature person who has a flexible approach to their job. An appropriate formal qualification would be an advantage. Salary upwards of £16,000 to reflect ability and experience.

Please send CV to Box A58.

### ARE YOU PAID WHAT YOU ARE WORTH?

Exciting opportunity exists for two people (25+) to join the West End office of FPS (Management) Ltd - a major force in the financial services industry.

Full training, rapid progression into management, equity participation, remuneration second to none.

Please call Marilyn Corvason or Chris Pickersgill on 01 499 8431

### EDITORIAL MANAGER

#### ELT DICTIONARIES OXFORD

The English Language Teaching Division of Oxford University Press is a leading publisher in the field and has a reputation for its learners' dictionaries. A new post is being made to manage this dictionary list and to help a strong team identify and fulfil new projects. The manager will develop new areas of business and will make an important contribution to marketing.

Applicants will be expected to demonstrate concern for the effectiveness of material they have published. They must have had experience of managing large reference projects and of leading an editorial team. Knowledge of English Language Teaching would be very valuable.

The job is based in Oxford and carries a competitive salary plus car.

Closing date is Friday 28 November. Apply in writing enclosing a brief typed CV, to: D C Moody, UK Personnel Director, Oxford University Press, Watroa Street, Oxford, OX2 6DP.

### ENTHUSIAST REQUIRED

Medium sized trade publishing house require an able and articulate advertisement sales executive with some commercial experience (though not necessarily in selling) to work on our range of leading titles in the retail management and property sectors.

Please write to Malcolm Cook, Newman Publishing, 48 Poland St, London W1V 4PP

### MANAGING DIRECTOR BUILDING SERVICES PRODUCTS £35K

A Southern based group committed to the manufacture of technology based building services products wish to appoint a Managing Director for one of its major divisions.

The division manufactures and installs a wide range of proprietary products linked to environmental control in commercial and industrial applications. Substantial recent manufacturing and computer control investment is now operating.

The successful candidate must demonstrate a successful track record in engineering based manufacture, preferably in building services packages or components.

Remuneration package will commence at £35K including all normal group benefits and executive style car.

Write in confidence in the first instance, to:

Paul Bayliss, quoting ref. B/3290, at Hugill & Company, Valley House, Crossbrook Street, Waltham Cross, Herts EN8 8JH

### CHILDREN TO THE COUNTRY PROJECT

#### require a PRODUCT MANAGER (WARDEN)

This exciting project, based at Charterhouse in Godalming, offers residential for inner city school children, youth and community groups. We need a person with experience of relating to all ages, able to co-ordinate a small team. Plenty of imagination, energy and a driving license essential. This is a post which requires the holder to work flexible hours.

Salary: £10,966 - £12,166

For further information and application form contact Charterhouse-in-Southwark, 40 Tabard Street, London SE1 4JU. Tel: (01) 407 1123. Closing date for completed application forms: 2.12.86.

Charterhouse-in-Southwark has an anti-Racist Policy and aims to be an equal opportunities employer.

### A CHANGE OF DIRECTION

If your career is at a dead end and you are considering a change of direction this could be the opportunity you are looking for.

Opportunities exist for self assured people with ability and business acumen to train for career within the financial services industry.

Exciting opportunities for personal success and career development are linked with excellent training and the prospect of a very high income.

Without obligation, find out about our direction.

Please phone Anthony Elkand on 01-521 1918 (London & Home Counties only)



We are an equal opportunities Group. Applications are welcome regardless of sex, marital status, ethnic origin or disability.

The SOCIETE EUROPEENNE DES SATELLITES has an immediate opening for a specialised sales engineer in the new role of

### RECEPTION EQUIPMENT MARKETING CO-ORDINATOR

based at our head office in Luxembourg and reporting to the Commercial Director.

From late 1986 SES's technical and commercial departments will be working closely with satellite television reception equipment manufacturers and distributors to ensure that the reasonably-priced equipment is generally available at launch of the ASTRA satellite in 1988.

The emphasis on helping the industry sell equipment coupled with intensive consumer marketing will be essential to trigger the installation of equipment in tens of millions of homes.

- Applicants must be experienced in marketing and sales via other companies on a European level, preferably in consumer electronics or a leisure-related hardware area.
- Although industrial marketing is the prime focus of the role the successful candidate will have enough technical knowledge to be able to retain and communicate SES's equipment concepts to hardware companies' commercial staff.
- The successful candidate will present himself well, will be eloquent and persuasive. He will possess perfect written and spoken English, and at least either French or German.

Please apply in writing to SOCIETE EUROPEENNE des SATELLITES

Personnel Department 63, avenue de la Liberte Box 1781 L-1931 Luxembourg

**ASTRA**  
EUROPE'S 16 CHANNEL TELEVISION SATELLITE

### CHARTERED SECRETARY AND ADMINISTRATOR

Required by rapidly expanding Company based in the City of London. Age 25-35. Must be a highly energetic self-starter. This is a career appointment offering excellent remuneration package and opportunity for advancement.

Please write in strict confidence to: Robin Bennett, Directorship Appointments Ltd., 7 Cavendish Square, London W1M 9HA

### THE DIRECT LINE TO YOUR NEW CAREER

You are a senior executive earning over £20,000 p.a. Unemployed, laid off, or seeking a new challenge - professionally through the unadvertised job market. Consulting services are often available to our clients who are out of work. For a free confidential discussion Tel. Richard Parsony 01-434 0511 FLETCHER HUNT & ASSOCIATES Premier House, 77 Oxford Street, W1R 1BB.

ENTS

C  
RECRUITMENT CONSULTANTS  
01-234 5678

EMENT ACCOUNTANT

ADMINISTRATOR

Glaxo

### CLOSING DATE FOR POLICE GRADUATE ENTRY SCHEME JANUARY 16TH.

Because of the complex problems of today's society the Police have an increasing need for highly qualified men and women.

The 'Graduate Entry Scheme' is designed for people considered to have the potential for accelerated promotion to the rank of Inspector and beyond early in their career.

You may apply if you are a graduate; or in the final year of any full-time degree course. You must normally be under 30 years of age and meet the physical requirements.

To discover more about a Police career, and salary levels, contact your Careers Adviser or send in this coupon. But don't delay. Final closing date for applications is 16th January 1987.

To: Supt. Andrew Jones, BSc., Room 533, Home Office, Queen Anne's Gate, London SW1W 4QT. Please send me your booklet on Careers for Graduates in the Police.

Name \_\_\_\_\_ Age \_\_\_\_\_  
Address \_\_\_\_\_  
University Polytechnic College \_\_\_\_\_  
My Degree Course \_\_\_\_\_ Ends \_\_\_\_\_  
**P O L I C E O F F I C E R**

# GENERAL APPOINTMENTS

NORTHERN BANK • FORWARD TRUST • INVESTMENT BANKING • THOMAS COOK • CLYDESDALE BANK

INTERNATIONAL BANKING • CORPORATE BANKING • COMPUTING • MIDLAND BANK

## Graduating in '87?

# Group Therapy

A dynamic group of highly successful businesses... A broad range of diverse interests which stretch way beyond the traditional bounds of banking and finance...

This is the Midland Group of today. With exciting career programmes for graduates, based around opportunities in management, broking, sales, marketing, dealing, investment, computing, finance, retailing, and other key specialisations.

An environment where merit is quickly recognised and rewarded.

With companies like Forward Trust which sells leasing and factoring to industry, and saving schemes to individuals; Investment Banking combining established skills in merchant banking with stockbroking expertise and experience;

Thomas Cook, the travel company; Clydesdale and Northern, the Group's Scottish and Irish banks; International Banking dealing with clients worldwide; Corporate Banking serving major businesses; Group Management Services which provides a massive resource of IT and computing skills; and of course Midland the high-street bank - each looking to turn today's top graduates into tomorrow's top managers.

With all these successful businesses to



**Midland Group**

choose from, career development possibilities are outstanding. Throughout our activities we look for the best talent, and opportunities are usually open to good honours graduates in any discipline, although for some specific roles we do look for an appropriate degree.

The Midland Group brochures, with details of all training and career opportunities, are available from your careers office, along with a special graduate video and information about our programme of university and polytechnic visits.

Alternatively, you can write for details, stating any preferred sector/function if known, to: The Manager (TT), Midland Group Recruitment and Development Office, Buchanan House, 24-30 Holborn, London EC1N 2HY.

RETAILING • TRUST MANAGEMENT • NORTHERN BANK • COMPUTING • INVESTMENT BANKING • THOMAS COOK

## Clinical Expertise + Commercial Aptitude

A challenging rôle for a marketing minded practitioner

Bridging the gap between medical science and hard commercial reality is no easy task and this appointment will provide an exceptionally attractive career opportunity to a medical practitioner who is keen to move into a challenging and competitive commercial environment.

Our client, a major international, research based, pharmaceutical company, markets a wide range of high quality ethical products having applications throughout the field of psychiatry, cancer chemotherapy and smoking cessation. At its UK marketing headquarters situated in the Home Counties, a Medical Adviser is now to be appointed to be responsible to the Managing Director for all matters relating to phase two, three and four clinical trials on company products. This will involve the design, initiation, co-ordination and analysis of trials; preparing and controlling trial budgets; checking of all promotional copy and providing technical advice to customers and company staff. There will be considerable contact with doctors and consultants and extensive travel in the UK will be necessary. It's a rôle calling for a man or woman aged 35-45 with a DHSS recognised medical qualification and ideally a

strength in psychiatric or cancer therapy. A high level of professional credibility is essential as are communication skills, flexibility and sound commercial awareness. Experience of clinical trials is particularly desirable, together with the ability to make an immediate and positive contribution to the work of this fast growing company.

Salary will be highly competitive and a generous benefits package includes pension and life assurance schemes, free family BUPA, 20 days' holiday and assistance with relocation, where appropriate. A car will also be provided to help you carry out your duties.

Austin Knight Selection have been retained to handle initial applications. Please telephone Neil Sampson, Consultant, for an informal discussion on Welwyn (045871) 6875 until 7.00 pm or (0672) 54013 at weekends. Alternatively, write to him at Austin Knight Selection, 22 Prospect Place, Welwyn, Herts quoting ref ACK/197.

**Austin Knight Selection**

## Investment Services Co-ordinator

Reigate, Surrey up to £18,500

Constant demand for excellence and innovation has created a rare opportunity to join one of the UK's most successful insurance companies. Your key objective will be to establish successfully Crusader as a quality provider of wideranging insurance services for its fast developing selection of unit linked and unit trust products.

To provide co-ordinated and on-going marketing support on investments, both in-house and to our intermediaries, you should have the ability to communicate and write copy with flair and imagination on investment related matters, have a basic experience in stocks & shares (preferably within a unit linked/unit trust environment), and have above average numeracy.

Along with a salary of up to £18,500, our benefits package will reflect the importance we attach to this position.

To apply, please write in confidence, enclosing a detailed cv, to John Henney, Personnel Department, Crusader Insurance plc, Reigate, Surrey, RH2 8BL.

**CRUSADER Insurance plc**

## Career Crisis.....?

You may be in the wrong job, have unfulfilled ambitions or have been made redundant. Our individually tailored, guaranteed programme for senior executives will ensure that you attain your career objectives quickly. To arrange a free, confidential discussion telephone 01-631-1110

**Executive Action**  
37 Queen Anne Street, London W1M 0FR

## OUTSTANDING CAREER OPPORTUNITIES FOR SUCCESSFUL SALES MANAGERS AND SALES EXECUTIVES

Casio Electronics, the successful brand leader in consumer electronic products is a well established multinational Company with an enviable growth record and reputation for producing innovative, quality products.

We now wish to augment our Sales Force and have SEVERAL KEY opportunities available for highly motivated individuals seeking a fresh challenge in a secure, exciting and professional sales environment. Applicants (M or F) should have completed a formal Sales Training programme with a major F.M.C.G. company, be able to demonstrate proven, success in their career to date, and must be eager for further success in 1987.

**Major Account Manager - Based M25 corridor**  
• Aged 28 to 38 years old  
• Experienced in selling to major HIGH STREET multiples and WHOLESALE OUTLETS  
• Ability to negotiate at the highest level  
• Believe in customer service and business building  
• Dedicated and self motivated with a desire to achieve results through new and existing distribution channels

**Regional Sales Manager - Based M25 corridor**  
• Aged 28 to 35 years old  
• A successful sales record and ability to lead from "The Front"  
• Currently employed in a similar position with a Blue Chip Company  
• Proven man management, training and communication skills  
• Self motivated, seeking real responsibility and rewards to match.

**Sales Executives - Based M25 corridor, Kent, Avon and Manchester**  
• Aged 25 to 35 years old  
• Solid background with proven success in selling to Independent Retailers, preferably in F.M.C.G., Jewellery, Gift, or consumer electronics trades  
• Enthusiastic, self disciplined, with real sales talent and the desire to win

**The Rewards**  
SUBSTANTIAL INCOMES for each position are fully negotiable to include HIGH BASIC SALARY plus MONTHLY BONUS, based on achievements. We believe our package will not disappoint the professionals we wish to attract.

In addition to substantial incomes all successful applicants will enjoy:  
• Additional Sales Incentives  
• High job satisfaction with real responsibility  
• A secure future in a growth industry  
• Continuous training  
• Quality car  
• Non-Contributory Pension and Life Assurance scheme  
• Free BUPA (including Family)

If you want to become part of a winning team telephone Sam Lyle - National Sales Manager on 01-450 9131 (reverse charges) to arrange an interview or write giving full details of your career to date.

**CASIO**

CASIO ELECTRONICS CO. LTD.  
Unit 6, 1000 North Circular Road, London NW2 7TD.

## NEXT GENERATION MANAGEMENT ASSISTANT TO PRODUCTION DIRECTOR

As part of our forward planning policy we are establishing and training people NOW who we would expect to secure senior management positions in the Company or Group well before 2000.

Our current need is for a P.A. to our over-stretched Group Production Director. A Management/Business Graduate with engineering bias or Engineering Graduate with formal Business and Management training would be a prime candidate. We would also expect experience in mass production and operation in a "HOT MARKET PLACE." Age range 30-35. Languages, Production Planning, corporate planning, computer literacy would all be helpful. Foreign travel is on the agenda.

We need a competent communicator but not "a talker." The need to do well and to succeed is paramount. This is an excellent development opportunity for a dedicated achiever.

The Company, part of an International Group is a long established progressive organisation with interests World Wide. The Headquarters location is in the Cotswolds. The package will include a competitive salary, BUPA, relocation and BOUNDLESS OPPORTUNITY.

C.V. with full detail to T.W. Foxon, Personnel Manager, Benson Brimscombe, Frome Road, Brimscombe, Stroud, Glos.

## RAFOFFICER CAREERS

There are dozens of different careers available in the RAF right now, if you would enjoy doing a job which is not only more exciting and rewarding than just about any other career, but is also absolutely vital to the defence of Britain and our NATO allies.

The RAF needs quick-witted individuals with many different specialist skills who will enjoy working as a team while remaining expert in their own field.

A commission in the RAF can be for as little as three years in the Ground Branches. But from Aircrew, we expect at least five years' productive service. (It costs over one million pounds to train one Pilot.) Longer commissions are also available in all Branches.

With the exception of Aircrew, most posts are open to both men and women.

### PILOT & NAVIGATOR

It takes two to fly a Tornado. The Pilot concentrates on getting where you're going fast. The Navigator concentrates on what you're doing, choosing the weapons systems and the Electronic Counter Measures you'll need. Together, you make the Tornado one of the most effective weapons in NATO's vital front-line defence.

If you already know something about flying, that's great. If you don't, we'll teach you everything you need to know for your part in the Tornado's double-act.

For instance, we'll take a Pilot from flying a Chipmunk on to a Jet Provost. Then to a Hawk and on to a Tornado GR1 travelling at 510 mph at 250 feet.

To apply to join the RAF as a Pilot or Navigator you must be at least 17. The upper age limit for Pilots on entry is 24, and for Navigators 26.

### ELECTRONIC ENGINEERING

If you've an interest in the very latest technology, we'll give you the chance to work with some of the world's most sophisticated computer hardware and software and radar systems. Our computer-driven mobile radar system, for example, provides high-speed identification through the use of solid-state and 3D techniques with phased array aerials and has a self-diagnosing fault tracer.

From telecommunications and ground-based navigational aid to airborne early warning and satellite communications, the RAF relies on its Electronic Engineers to make sure that all our hardware and software remains the state-of-the-art.

Age on entry up to 39.

### AIR TRAFFIC CONTROL

You will be responsible for controlling the flow of traffic on a busy RAF airfield at home or abroad, or at an area radar unit with control over large areas of the United Kingdom.

Your "customers" will range from heavy transports to fast jet fighters and the instructors you give them will ensure that they operate safely and efficiently by day and by night in all weather conditions.

You may find yourself alongside civilian air traffic controllers, ensuring the swift and safe flow of both military and civilian air traffic. Air Traffic Control is a challenging and fascinating task where no two days are ever the same.

Age on entry normally up to 30.

### FIGHTER CONTROL

Become the eyes and ears of Britain's first line of defence. You'll lead a team whose job is to identify and monitor every aircraft in the sector for which it is responsible.

If potentially hostile or unidentified aircraft enter our airspace, you'll give our interceptor aircraft the order to scramble and you will guide our aircraft onto the target.

You'll be in charge of highly advanced radars and computers, operating from the air or from the ground and tracking any air threat from low-flying aircraft to satellites.

You may also be given the highly specialised training required to maintain and develop the extremely sophisticated software which is the heart of our air defence system.

Age on entry normally up to 30.

### EDUCATION & TRAINING

The main requirement in the Education Specialisation is for graduates in engineering, mathematics, physics and computer sciences, preferably with a post-graduate certificate in Education or with some teaching experience. But we can also teach you how to teach.

Other degrees will also be considered, particularly foreign languages.

The job is to keep our key personnel up to date with the latest advances in electronics, computer technology, radar and electrical engineering. You'll help to construct and manage training programmes and teach in some of the best equipped training schools in the country with students who are eager to learn.

Age on entry up to 39.

### WHAT NOW?

The qualifications needed to join the RAF vary according to the Branch in which you are interested, from a few 'O' levels up to a university degree.

If you are studying for 'A' levels or planning to go to university, ask us about RAF Sponsorships.

To find out more, call in at any RAF Careers Information Office (in the phone book under Royal Air Force) or write to Group Captain Paul Tarrant, OBE, at (OC) Offices Careers (09/10/11), Stanmore HAY 4P, giving your date of birth and your present and/or intended qualifications.

## Information Systems Sales £35,000

London and the Home Counties

Significant UK expansion by a leading U.S. manufacturer of information and Business systems has created a number of opportunities for experienced sales executives to join a very successful team selling total solutions in the Business Systems market place.

The company offers a comprehensive range of applications software running on their own well-proven hardware with strong maintenance and customer support backup. This high level of professionalism has already ensured an impressive and expanding user base.

To join this dynamic team we are looking for candidates with a proven track record in solution sales. An enthusiastic approach with a high level of personal credibility and good negotiating skills will be of relevance. Full training will be given

at the UK head office in Middlesex. Every incentive will be offered to high achievers, and successful candidates will be offered an excellent remuneration package in accordance with the importance of the position. Based on an achievable quota, on-target earnings will be in excess of £35,000 P.A. and will include basic salary of up to £15,000 P.A., a generous guarantee and a choice of company car. In addition there are the usual fringe benefits associated with a big multi-national company.

For more information about these ground floor career opportunities please telephone Dominic Oldham or send CV in complete confidence to:

**Cavendish Management Consultants**

Regent Arcade House, 252-250 Regent Street, London W1R 5DA. Tel: 01-437 4451.

## RETIRED EXECUTIVES

If you live in one of the areas listed, we need your help to co-ordinate a Lifeline Alarm Appeal in your home City or District Council area.

'Lifeline' is an emergency communications system for the elderly. People from industry, the Professions, Commerce and Government Service are particularly welcome. You will need an outgoing personality, enormous enthusiasm and well developed communication skills.

Whilst the work is voluntary, involving a couple of days a week, expenses will be re-imbursed. The real reward is the enormous personal satisfaction of enabling elderly people to retain their independence on the security of their own home.

Write or telephone to Ian Adams, Help the Aged, St. James's Walk, London EC1R 0BE. Tel: 01-253 0253.

If available, a CV would be most helpful. Interviews locally.

**Lifeline Alarm Appeal Help the Aged**

This appeal is kindly donated by Timsteel Telecom Ltd.

John Major 150

# GENERAL APPOINTMENTS

## THE MACAULAY LAND USE RESEARCH INSTITUTE APPOINTMENT OF DIRECTOR

In July 1986 the Secretary of State for Scotland announced his intention of amalgamating the Hill Farming Research Organisation (HFRO) and the Macaulay Institute for Soil Research (MISR) into a new institute to be located at Bucksburn, Aberdeen. It will be known as The Macaulay Land Use Research Institute.

The Steering Committee set up to have oversight of the establishment of the new Institute now invites applications for the post of Institute Director, which will be based in Aberdeen.

The Institute will be funded by the Department of Agriculture and Fisheries for Scotland within the Agricultural and Food Research Service. It will conduct a programme of research on agricultural and related land uses in the hills, uplands and marginal areas of Britain. There will be a particular emphasis on interactions and systems development, so as to provide the basis for resource management decisions taking account of environmental, economic and social inter-relationships. In addition, the Institute will characterise the soil resources of lowland Scotland. The Institute will be expected to collaborate closely with a range of other research organisations and to seek appropriate contract research.

Candidates for this challenging post should have an excellent record of relevant scientific achievement and the capability to manage an organisation of around 300 staff who are currently based at Edinburgh and Aberdeen. Initial responsibilities will include the development of the new Institute's research programme, the seeking and exploitation of collaborative links with other research organisations, and the planning of the new site on which the Institute will be consolidated.

The appointment is at Grade 4 of the Open Structure of the Civil Service. The starting salary is £28,975 rising to £30,475 per annum. There is a non-contributory pension scheme.

The Institute will be an equal opportunity employer.

Further particulars can be obtained from:

The Secretary,  
The Macaulay Land Use Research  
Institute Steering Committee,  
c/o Department of Agriculture and  
Fisheries for Scotland,  
Room 612, Chesser House, Gorgie Road,  
Edinburgh EH11 3AW.

Closing date 31 December, 1986.

## Honours Graduates MAXIMUM POINTS AND NO PASSES



If you are looking for a fresh challenge, have you considered a career as a Tax Inspector? Your education will be used in an environment where, with intensive training, you will develop the skills of a lawyer, advocate, accountant, investigator, negotiator and manager. Within a few months you can expect to be handling your own casework, involving many face-to-face interviews. After four years you can expect, subject to successful progress, your first promotion and in due course you should be running your own Tax District.

Qualifications: under 36 and a First or Second class honours degree in any subject or an acceptable equivalent qualification. Final Year Students may apply.

Starting salary: according to qualifications and experience from £7,320 to £9,450 for those aged 26 and from £10,140 to £11,570 for those 26 and over. If you fulfil your promise, you should be earning at least £10,545 after 2 years, and, 2 years later, you should be on a scale rising from £15,815 to £19,465. Later there is the prospect of advancement to a scale rising to £26,300. Beyond this there are opportunities for further promotion to the most senior grades in the Civil Service. SALARIES HIGHER IN LONDON (£1465, £1840 or £1615 according to location). Training can usually begin at an office in the area of your choice.

To find out more and for an application form, write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: A87/320/133.

The Civil Service is an equal opportunity employer

## Business Manager c£30K + car

Management skills gained in a high technology environment and experience of controlling major development and manufacturing contracts are the essential requirements to lead a highly successful organisation as it continues to expand.

You will have responsibility for 800 engineering and support staff, and be particularly involved in preparing bid proposals, negotiating with the MoD and producing leading edge systems to stringent time, cost and quality standards.

Based in the Northern Home Counties, our client is amongst the most prestigious of British companies and a significant force in the country's export drive.

This challenging opportunity attracts a negotiable salary around £30,000 plus a comprehensive benefits package which includes a car and assistance with relocation costs where appropriate.

In the first instance, please write in the strictest confidence to Jerry Wright, Grosvenor Page Management Selection, Kingsbury House, 6 Sheet Street, Windsor, Berkshire SL4 1BG. Please quote reference WGP 8609.

GROSVENOR PAGE  
Management Selection  
A member of the Addison Consultancy Group PLC

## Market Development Manager

New Communications Projects in a Fast-Moving Environment

Central London Neg. to £22,000

An exciting opportunity has arisen within the Value Added Systems and Services Division of British Telecom Enterprises for a young, dynamic entrepreneur to investigate and develop new markets within the value added networks area - initially with an emphasis on community applications.

The candidate should ideally have a business degree combined with at least 2 years' experience in marketing/business development.

A high level of creativity and an ability to operate effectively with minimal supervision is essential. Previous exposure to the telecommunications industry is not a pre-requisite. The successful candidate, preferably in the

age range 25-30, will join a young professional team involved in a range of diversification projects in growth markets. Starting salary is negotiable within the range £18,000 to £22,000 according to experience, and we offer a range of attractive benefits plus excellent career development prospects. Please write with full details to: Mrs J. McCarty, Value Added Systems and Services, Wellington House, 6/9 Upper St. Martin's Lane, London WC2H 9DL. British Telecom is an equal opportunity employer.

British  
TELECOM

## A school leaver

with a minimum two 'A' levels, well spoken, non-smoker to join a young team of lloyds underwriters in a fast moving and exciting environment with good Career prospects. £5,500 + excellent package.

Ring Miss Arnott on  
01 481 1111.

## THE WOODARD SCHOOLS

Applications are invited from professionally qualified persons for the part-time post of REGISTRAR

of the Woodard Corporation, in succession to Mr A. St. J. Davies who retires on 30 July 1987. Further details and application form may be obtained from: Brigadier N.R. Sturt, 14A The Square, Shrewsbury, SY1 1LN. Tel: 0743 56036, to whom applications should be sent by 5 December 1986.

## SHL

SHL is the leading firm of occupational psychologists in the UK. We provide consultancy services, management training and occupational tests to over 500 of the UK's major companies and to the public sector. We have the following vacancies based at our head office in Esher, Surrey.

**MARKETING EXECUTIVE £10-11,000** - to implement and coordinate SHL's promotional activities including taking enquiries, production of marketing literature, packaging of new products, exhibition attendance, market research and maintaining internal client records. The successful applicant is likely to have an HND or degree and experience in a marketing or sales environment, including client contact. A knowledge of production and printing of quality marketing literature would be advantageous.

**DEPUTY ADMINISTRATION MANAGER £10-11,000** - to assist the Administration Manager in ensuring the efficient operation of the administrative functions. Responsibilities include office maintenance, coordination of work flow, managing office purchasing budgets, some personnel administration and recruitment. Applicants should have experience of supervising staff and organising office systems, preferably in a busy commercial environment. A knowledge of personnel records would be an advantage.

For further details and an application form, contact Louise Harris at SHL on Esher (0372) 68634 or write to Saville & Holdsworth Ltd, The Old Post House, 81 High Street, Esher, Surrey, KT10 9QA. Please quote ref. T1511

## PERSONNEL MANAGER

The Penguin Group of publishing companies seeks a Personnel Manager to join its extremely busy Personnel Department.

The role is that of a generalist who is prepared to tackle all aspects of personnel, welfare, administration, industrial relations, and other areas associated with the personnel function.

Applicants must be prepared to work under intense pressure and should be accustomed to working in a demanding atmosphere.

The position is based at Harmondsworth (opposite Heathrow) although the successful applicant will also be expected to work regularly from our offices in Kensington.

An attractive remuneration package including competitive salary, company car, 5 weeks' holiday and other benefits is offered.

Applications in writing to: John Broom, Group Personnel Director, The Penguin Group, Bath Road, Harmondsworth, Middlesex UB7 0DA.

THE PENGUIN GROUP

## EXECUTIVE JOB SEARCH

Are you earning £20,000 - £100,000 p.a. and seeking a new job? Connaught's discreet and successful Executive Marketing Programme provides professional excellence in helping you to identify those unadvertised vacancies. Contact us for a free and confidential meeting to assess if we can help you. If you are currently abroad ask for our Executive Expert Service.

Telephone: 01-734 3879 (24 hours)  
Connaught  
32 Savile Row, London, W1  
The Executive Job Search Professionals

## LONDON SALES MANAGERS (FROM FOOD INDUSTRY)

An expanding high quality specialist food group seeks two experienced Sales Managers for their Fresh Food and Snack Companies. The Fresh Food Company requires a highly motivated individual capable of recruiting and training a sales team to develop new and existing business in London's home clubs and restaurants. The Snack Food Company requires an experienced Sales Manager in corporate and export to existing van sales operation in London and the Home Counties. Both positions hold directorship potential and only applicants with a proven track record and a high degree of professionalism need apply. Tel. Mr Mark Leatham 01 703 7021.

## Senior Instrument Engineer

Power Plants

Foster Wheeler Energy Limited are established as one of the leading engineering contractors, with a specialist division providing engineering, design and construction expertise in the power industry. The division is particularly concerned with industrial and utility electric power generating plants based on coal, oil, gas and marginal fuels, and industrial and municipal combined heat and power plants.

The position of Senior Instrument Engineer, to take charge of Instrument Engineering has arisen within this division. It will provide the opportunity to become totally involved in all phases of engineering including the preparation of proposals, feasibility studies and conceptual designs, detailed plant and systems engineering, and equipment and vendor specification.

Candidates should have a degree or equivalent qualification in a relevant engineering subject. Substantial instrument engineering experience relating to the power

industry is essential and experience in specifying designs and components of plants and the creation of integrated systems is necessary.

Based in Reading, with excellent road and rail links, Foster Wheeler Energy Limited enjoys a first-class working environment. The attractive local countryside coupled with the region's sound economy and close proximity to London also makes Reading an ideal place to live. As you could even be an international influential organisation, Foster Wheeler offers both an excellent salary and benefits package which includes pension and life assurance scheme and excellent social and sporting facilities.

To find out more about this outstanding opportunity please write with full career details to: Susan Smith, Personnel Department, Foster Wheeler Energy Limited, Foster Wheeler House, Station Road, Reading, Berkshire RG1 1LX, or phone for an application form on Reading (0734) 595211 Ext. 2557.

Foster Wheeler Energy Limited

RECOGNISED WORLDWIDE FOR PROFESSIONALISM

## RADIO FREE EUROPE RADIO LIBERTY

American Radio Station, Munich has a vacancy for a

## Translator/Analyst

to review, translate and report on broadcast programs.

Requirements: Excellent knowledge of Pashto, Dari, and Tajik; Russian desirable. Fluent English, broad knowledge of central political, economic, and social affairs.

Please submit your written application to: RFE/RL, Inc. personnel department, Oettingenstr. 67, D-8000 München 22

## SALES EXECUTIVES

AGE 22 - 28 WEST LONDON

You should have at least one 'A' level and want a chance to prove what you can do - given the opportunity.

We sell a proven recruitment service to Service Managers in industry. A basic salary is guaranteed.

Please write or telephone Colin Arnold for an application form:

Colin Arnold  
Director  
Beechwood Recruitment Limited  
221 High Street  
Acton  
LONDON W3 9BY  
Tel: 01-992 8647

Beechwood  
APPOINTMENTS REGISTER

## NIGHT CAREER MOVES

Whether you are seeking another job or considering a new career, we can provide you with objective and professional help. Our service is tailor-made to your needs and circumstances. With coverage of both advertised and unadvertised vacancies, we aim for more success - in less time and at less cost. For a free, confidential discussion, Senior Executives home or abroad are invited to contact their local office.

Mainland Executive Services  
Management Support Network  
London 01-353 1880 Salisbury Sq. Ho., 8C4  
Manchester 061-274 5225 19 Lloyd St., M2 5WA  
Leeds 0532-467424 2 Oxford Row, LS1 1BE  
Edinburgh 031-226 3200 19 Manor Place, EH3 1DX  
Bristol 0272-27764 9 Small Street, BS1 1DB

## SALES/MARKETING MANAGER: NORTHERN EUROPE

BAKER STREET £25,000 to £30,000

This position has been created for a young and successful Sales/Marketing Manager who is looking to enhance his prospects by taking a career path which leads to Sales/Marketing Director before 1987-end - ideally suiting a leader with first-hand sales experience in Europe and a graduate who chose his/her degree(s) in line with an ambition to be a Senior General Manager before the age of 35. A knowledge of French and German would be useful.

Interested candidates should contact Greg Rees, Client Advisor, on 01-258 3621. Ref: G4104.

Executive Facilities (Marketing) Ltd.  
One House, 21 A Condon Place,  
London W2 1HS.

## Champsneys

### HEALTH AND FITNESS STAFF

required for full time positions within the Champsneys Group.

Set in 170 acres of beautiful parkland this internationally renowned Health Resort is host to people from all over the world.

The Champsneys Group is fully committed to all aspects of positive health and positive living.

The duties will include fitness assessment and involvement in our varied exercise programme and sporting facilities.

Candidates should hold a Physical Education/Sports Science Degree or other recognised qualifications for this position. Experience within a Health Club or gymnasium would be an advantage. Non-smoker.

For further information please contact John Brockell, The Champsneys Group Limited, Farhead House, Chestnut Road, Wotton, Tmg, Hertfordshire HP23 6UD.

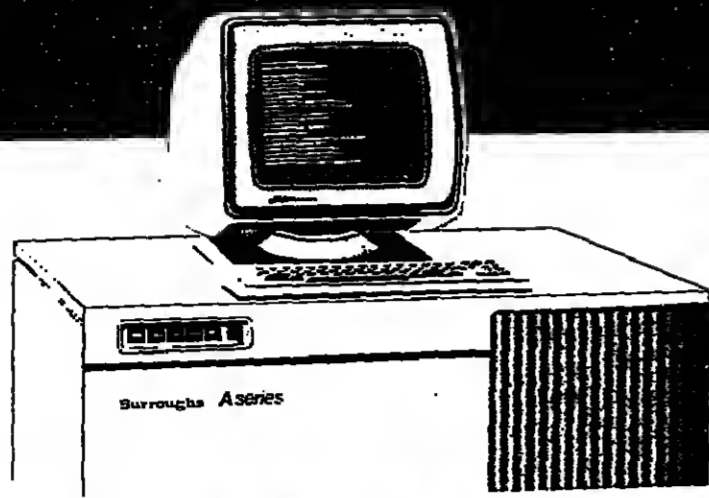
## EXECUTIVE JOB SEARCH

★ Get to the unadvertised job market in less time and at a lower cost.  
★ Frequent sessions with Counsellors from varied disciplines and with wide contacts will accelerate your final placement.

We are a highly mature and professional team.  
Tel: 0753-860185 for a confidential talk.  
WINDSOR COUNSELLING SERVICES  
Providence House, River Street, Windsor,  
Berks SL4 1QT

# GENERAL APPOINTMENTS

There is a challenging  
job to be done  
in Essex



## COMPUTER SERVICES OFFICER—up to £15,261

The South of the County (Courts, Police Process Office) is already computerised and the system is to be extended throughout the County using a Burroughs A3 Central Processor.

The Computer Services Officer (based at Southend but highly mobile) is the specialist adviser and has responsibility for implementing the computer system to the satisfaction of all users.

Applicants must have computer know-how and management skills to liaise and negotiate with suppliers, to prepare and keep to budgets and to write and present reports to the Committee. They must like people as well as machines and be able to listen, inform and persuade.

A generous package of relocation expenses (up to £3000) is payable in approved cases.

People who think their knowledge, experience and qualities match the demands are invited first to talk informally with Carol Bell (who has been associated with the project since its inception) on Chelmsford (0245) 267222, ext. 2569, by 29th November — but do so soon.

## ESSEX MAGISTRATES COURT COMMITTEE

## BBC APPOINTMENTS

### SUB-EDITORS (Scriptwriters) Television News Television Centre

We are looking for experienced journalists to join the teams of writers responsible for the *One O'Clock News*, the *Six O'Clock News* and the *Nine O'Clock News* and other daily and weekly news-associated programmes such as *Newsnight* and *Breakfast Time*.

The ability to write with accuracy, speed and skill under pressure is essential whilst television or radio experience would be useful.

Salary: £11,492—£15,805\*  
Based West London.

(Ref. 1273/T)

### DISTRICT PRODUCER

Radio Lincolnshire  
(based Skegness)  
£10,412—£14,725\*\*

An opportunity for an experienced journalist with Radio Lincolnshire to cover the Lincolnshire coast and the Wolds. You'll need initiative and enthusiasm and the ability to come up with off-diary news stories, handle public relations, help organise general programmes and get involved in all aspects of life in the area.

Working from an office in the holiday resort of Skegness, the patch also includes the other main Lincolnshire resorts of Mablethorpe and Sutton on Sea, the market towns of Horncastle, Spilsby and Louth. It's a big area to cover — and we provide a car to help you get around. It will mean working on your own a great deal and occasionally at weekends and in the evenings.

Good microphone voice and current driving licence essential.

(Ref. 2860/T)

### REPORTER Radio Shropshire (one year contract) £8,954—£11,110\*

Are you a young, ambitious reporter with at least three years' journalistic experience? If so, Radio Shropshire has a vacancy that may interest you. The work is primarily reporting, interviewing, bulletin writing and newsreading. Good microphone voice and current driving licence essential.

Based Shrewsbury.

(Ref. 2848/T)

We are an equal  
opportunities employer

Relocation expenses considered for permanent posts.

\*\*Plus an allowance of £1,020 p.a.

\*Plus an allowance of £587 p.a.

Contact us immediately for application form (quote appropriate ref. and enclose s.a.e.) BBC Appointments, London W1A 1AA. Tel. 01-527 5793.

### EXECUTIVE SEARCH CONSULTANCY

Heidrick & Struggles is one of the leading international executive search consultancies. Continued rapid growth means we need a bright, commercially aware, self-confident person to join a small team involved in the search for top executives.

The work requires a disciplined approach, strong interpersonal skills and a sound knowledge of how business and industry operates. A good first degree is essential. An MBA or international experience an advantage. Languages highly desirable. Preferred age 25-32.

Please write with full details to:

Lacinda Parker,  
Heidrick & Struggles  
International,  
25-28 Old Burlington Street,  
London. W1X 2BD.

### WATT COMMITTEE ON ENERGY

Two new posts have been created in the Secretariat of this registered charity. Applicants should have some technical knowledge of energy matters and should be accustomed to committee work.

#### INFORMATION OFFICER

To develop the public information role.

#### TECHNICAL OFFICER

To provide assistance to specialist committees. The posts are likely to be suitable for graduates with some relevant experience.

For further information contact The Secretary, Watt Committee, Savoy Hill House, London WC2R 0BU. Telephone: 01-379 6875.

### KNIGHTSBRIDGE

#### PROPERTY RELATED CAREER OPPORTUNITY IN SALES EXCELLENT BASIC PLUS COMMISSION

Our company offers a multi-listing service to Estate Agents and over the past few months it has expanded rapidly.

To assist us we now need to appoint a key sales executive to work in our sales team.

If you are the sales professional we are looking for you will be well educated, of smart appearance, effervescent personality, have at least two years proven direct sales success and preferably but not essentially have a sound knowledge of the estate agency world.

In return you can expect to be rewarded with a very good basic salary plus commission and a comfortable, friendly but busy working environment.

To apply telephone:

Peter Lukas on 01-581 5354

### MILTON ABBEY SCHOOL APPOINTMENT OF HEAD

The Governors of Milton Abbey School invite applications for the post of head from 1st September 1987 replacing Mr Simon Hall, elected to the wardenship of Christchurch College.

Founded in 1954 Milton Abbey is the boarding school for 280 boys aged 11-18. Details of the appointment and an application form may be obtained from:

The Secretary to the Governors  
Milton Abbey School  
Blandford  
Dorset DT11 0BZ.

Applications close on 16th January 1987

### FINANCE/LEASING/FACTORING

Corporate Finance	18K mpa
Water Finance	13.5K mpa
Sales Aid Leasing	to 20K
Factoring	18K
Sales & Marketing Administration	14K mpa

The above are some of the 160 or so vacancies we are aware of up and down the country.

For discussion in Total Confidence about your next career move please telephone:-

0273 738293 (9am - 5pm)  
0273 552083 (7pm - 9pm)

ARL Finance Recruitment, Hove Park Mansions,  
Hove Park Villas, Hove, Sussex, BN3 5HW.

Ref No: 8611/J



## Computer Audit



City Based

to £23,000+car

Whitbread PLC is now recognised as a major force in the leisure industry as well as being one of the UK's leading brewers. Current turnover is £1.5 billion with record profits reflecting the commercial success of this expanding, entrepreneurial group.

A creative specialist is required to join a computer audit team engaged in wide ranging operational reviews and to further enhance the effective and efficient use of the company's sophisticated IBM technology. Assignments will include consultancy and operational reviews mainly in the UK with opportunities for travel to

Europe and the USA. Prospects will only be limited by the aspirations and potential of the individual, but promotion outside the department is likely within 2 years. This is a high profile position and an excellent route onto a fast track career with this dynamic and exciting business.

If you have twelve or more months' computer audit experience in practice, consultancy or industry and believe you have the potential our client requires, please contact Tim Forster on 01-831 2000 or write to him at 39-41 Parker Street, London WC2B 5HL.



Michael Page Partnership

International Recruitment Consultants  
London Windsor Bristol Birmingham Nottingham Manchester Leeds Glasgow & Worldwide  
A member of Addison Consultancy Group PLC

## HOSPITAL SALES EXECUTIVES

### EXCELLENT SALARY PACKAGE

Zimmer Ltd are a world leader for Orthopaedic/ENT/Plastic Surgery and other patient care related products. Due to expansion and internal promotions they wish to appoint several high calibre, professional sales executives for the following divisions:-

- ORTHOPAEDIC IMPLANTS, INSTRUMENTS AND ACCESSORIES
- ORTHOPAEDIC PATIENT CARE RELATED PRODUCTS
- ENT AND PLASTIC SURGERY RELATED PRODUCTS.

These positions will be of particular interest to candidates aged 22-40 with an excellent track record in sales, preferably within the Health Care field. These are prestigious appointments which will enable the successful applicants to realise on earnings potential based on achievement.

VACANCIES ARE BASED AROUND MAJOR CENTRES THROUGHOUT ENGLAND.



zimmer

PLEASE QUOTE REF: H20  
For further details contact:  
SCIENTIFIC STAFF CONSULTANTS  
50 LINCOLN'S INN FIELDS,  
LONDON WC2A 3PF  
01-242 4266 or 01-831-6471



### COORDINATING NEGOTIATIONS ON THE PAY AND CONDITIONS OF LOCAL GOVERNMENT EMPLOYEES

## SECRETARY TO THE ADVISORY BOARD

A successor is sought for the present Secretary, Mr Brian Rusbridge, who retires in September 1987.

The Local Authorities Conditions of Service Advisory Board provides a common secretariat for the employers' sides of the 40 different bodies who negotiate the national pay scales and conditions for over 2 million local authority employees in England and Wales. These include manual workers, administrative, professional and technical staff, teachers, policemen, firemen and probation officers as well as those employed by municipal airports, new towns and development agencies.

The Secretary is the head of the Board's full time organisation, and exercises overall direction and control over the work of the Secretary's 80 staff. This involves actively participating in major negotiations. The job calls for exceptional diplomacy and coordinating skills, backed by an ability to handle a great deal of detailed information and a high degree of mental and physical stamina.

Applications are invited from people who have extensive experience at the highest level of large scale collective bargaining, either in the public or private sectors. Salary will be £50,000 per annum, plus benefits.

Applications should arrive no later than Wednesday 26th November and should be addressed to: Michael Brandon, Director, Public Sector Division.

Korn/Ferry International Ltd., 31 St. James' Square, London SW1Y Telephone 01 930 4334.



The Local Authorities Conditions of  
Service Advisory Board

## PUBLIC RELATIONS EXECUTIVE

AP/DJ TELERATE are international leaders in the provision of on-line financial information to banks, brokers and dealers. In this fast expanding market we are searching for a talented PR all-rounder to develop our press and public relations activities.

The successful candidate must be able to demonstrate an excellent track record including proven creative writing abilities, experience in dealing with media and management of exhibitions/conferences. Knowledge of the financial markets and contacts with City journalists is essential.

Confidence and credibility are fundamental to the role which we consider will have been gained during several years in a public relations environment.

City based, we offer a competitive salary with normal big company benefits.

If you are interested, we would welcome the opportunity of discussing the situation further. Please reply enclosing full CV and stating present salary to:

The Personnel Manager,  
Interfinet (UK) Limited Winchmore House,  
12/15 Fetter Lane, London EC4A 1BR



TELERATE

## ONLY THE BEST NEED APPLY

Due to the continued growth of our newspapers, we are expanding our Classified Telephone Sales Team and are looking for bright, enthusiastic, self-motivated Sales people.

The required qualifications are a good level of education and the ability to type.

Ideally you will live within easy reach of London and be aged under 35 years.

If you have what we are looking for, you shall be rewarded with an excellent starting salary plus bonus scheme, generous holiday entitlement and excellent benefits.

Please telephone now:

THE TIMES

Patricia Moore

01 822 9342

THE SUNDAY TIMES

# GENERAL APPOINTMENTS

## FINANCIAL CONSULTANTS

LONDON, MANCHESTER  
BATH & WELWYN

£ NEGOTIABLE

C. Howard & Partners Ltd. have an immediate need for financial consultants to service the rapidly developing school fee planning market in their London and provincial offices.

The importance of these positions is emphasised by the fact that the successful candidates will report to the Managing Director. They must demonstrate impressive consultancy experience in Personal Financial Planning. And have the personal qualities to deal with new enquiries and develop new opportunities in line with the Company's blue chip image and high quality control. The age range envisaged is 25-45.

The Company is part of the highly successful international Edward Lumley Group and is recognized as the country's major school fee planning specialist.

The positions are based in London, Manchester, Bath and Welwyn and offer attractive salaries enhanced by a wide range of incentive benefits including BUPA, car and genuine career prospects. Please apply in writing giving details of career to date and education background to:

Mr Jeff Williams,  
Managing Director,  
C. Howard & Partners Ltd.,  
Mitre House,  
177 Regent Street,  
London W1R7FB.

C. Howard & Partners Ltd.

## Distribution Specialists

to £30,000 plus car

If you are a high calibre graduate, with experience of managing significant change in distribution - then you may be missing out.

To discuss how:

Call David Edwards on:

0628 75956 - Daytime

0628 27596 - Evenings and weekends

or alternatively send a curriculum vitae to the address below.

MKA SEARCH INTERNATIONAL LIMITED  
MKA House  
King Street  
Maidenhead  
Berkshire SL6 1EF



### Stockbroking

**EUROPEAN ANALYST** Salary Negotiable  
A vacancy exists within a major UK Financial Group for an Analyst with three or four years experience in the French Equity Market. The emphasis is on experience as the position will require a self-starter with the confidence and ability to make an immediate contribution to a rapidly expanding department.

Contact Christine Hough on 01-481 3188 or 01-998 3328 (evenings)

**UK ANALYSTS** Salary Negotiable  
Our client, one of the leading accepting houses, requires two top quality young UK Equity Analysts to strengthen its Research Team. Candidates should have two years experience gained, preferably with a reputable broking house. Specialist sector knowledge would be useful but not essential.

Contact Simon Harrison on 01-481 3188 or 01-998 3328 (evenings)

### CHARTERHOUSE APPOINTMENTS

EUROPE HOUSE WORLD TRADE CENTRE LONDON E15 4AA 01-481 3188

### YES YOU CAN!

In 1984 I ended my first successful career. I had realised all my ambitions through my determination, competitiveness and self-reliance.

In 1985 I began my second career and in one year, my achievements exceeded my most optimistic projections. You can do it too.

Phone Lt Col (Retd) Mike Miller on 01-831 7491

## PENSIONS AND PAYROLL

OIL

LONDON, W1

Excellent Salary

Amerada Hess Limited, a highly successful and expanding subsidiary of the Amerada Hess Corporation, is directed by an all British Management and has been involved in the North Sea since 1964.

Continued growth has created the need for an experienced Pensions and Payroll Administrator to guide the Company and Pension Plan Trustees through the forthcoming exciting developments in these areas. The payroll is small but needs direction and will occupy a minor part of your time. Current legislative changes in pensions require an individual prepared to make recommendations on the development of the pension scheme and its investment.

You must have several years experience in pensions administration and will be able to contribute to and control payroll operations including statutory returns and cost allocations. Flexibility is essential so that contributions may be made to other areas in accounting as required. Familiarity with computerised applications would prove an advantage.

The excellent benefits package includes an attractive salary, non-contributory pension, subsidised BUPA, luncheon allowance, season ticket loan and five weeks holiday.

To apply, write to Andrew Scott-Priestley in strict confidence, giving full details of career history and salary.

Amerada Hess Limited,  
2 Stephen Street,  
London W1P 1PL  
Tel: (01) 636 7766



## Personnel Officer

with emphasis on training and development

East London

£11,000

With some 400 full-time employees engaged in the development, manufacturing, marketing and distribution of a wide range of coatings for the Industrial and Packaging markets our client, a leader in its field, and a member of a British "Blue Chip" p.l.c. has identified the need to recruit a young Personnel Officer who is now seeking to rapidly develop his/her career.

Aged mid twenties, ideally a graduate, the successful candidate will have had 2-3 years post graduate experience gained in a manufacturing environment, where training and management development of a diverse workforce will have played a key role. Experience of recruitment and the "generalist" personnel function, including administration, will be viewed as beneficial.

Reporting to the Personnel Manager, you will be a key member of a small, but very busy department, so your 'people' skills will obviously be of a high order. This is not 'just another job' it is a definite career move so telephone for an application form, or better still, send full career details to: Timothy Read at Moxon Dolphin & Kerby Limited, 178-202 Great Portland Street, London, W1N 6JJ, Tel. 01-631 4411 quoting reference No. 2783.



EXECUTIVE SEARCH & SELECTION

### Sultan of Oman's Armed Forces

Applications are invited from former Officers of the British Armed Forces to fill the following vacancies:-

#### SO2 Admin - Force Medical Services

(Major) - \$19,250 p.a. approx. Ref. No. 46Y.

Must be former Medical Administration Officer with experience in Field Ambulance Units.

#### Adviser - Infantry Weapons

(Captain) - \$16,000 p.a. approx. Ref. No. 49F.

Must be a former Officer who has completed an instructor's course in all Infantry Platoon Weapons, be qualified to Stage 5 in Range work and be experienced in the 81mm Mortar.

These are unfilled contract appointments, for two years, unaccompanied. Pay, in Omani Rials, is quoted at the current rate of exchange and there is an end-of-contract gratuity of 20% of total pay received; pay and gratuity are normally tax free and fully remittable. Furnished air-conditioned accommodation and services are provided free of charge and three periods of 20 days' UK leave are granted annually with air passages paid.

Interested applicants should write with C.V. quoting the relevant reference number to:-

Personnel Officer (M.R.)  
Alwork Limited,  
Bournemouth-Hum Airport,  
Christchurch, Dorset BH23 6ER.



## TRINITY COLLEGE CAMBRIDGE CHAPLIN

The College intends to appoint a Chaplin for a period of five years, commencing on a date between 1 July and 1 October 1987. By Statute, applicants must be in Holy Orders of the Church of England. The closing date for applications is Tuesday 2 December 1986. Further particulars can be obtained from the Dean of College, Trinity College, Cambridge, CB2 1TQ.

## COMPUTER APPOINTMENTS

# IBM SYSTEMS

We are recruiting on behalf of a number of our clients who are major organisations extensively using IBM based technology. Current urgent requirements include:-

### DEVELOPMENT

**ANALYST/PROGRAMMERS** 308X MVS COBOL ON-LINE LONDON £17K to £22K + BENEFITS  
Analyst/Programmers with a degree or equivalent education are required by this major UK organisation to join new project teams involved in the development of diverse commercial applications. You should have 3 years COBOL application development experience ideally in an MVS, ROSCOE environment. Knowledge of MVS/JCL, any major DATABASE or CICS would be an advantage. Comprehensive training will be given for new software products and there are excellent opportunities for career progression in this recently formed data processing division. Candidates should be able to work on their own initiative and must demonstrate good interpersonal skills to liaise with user departments. Ref: ST621

**LI. CONSULTANTS** BUSINESS COMMUNICATIONS/OFFICE AUTOMATION LONDON/OTHER COUNTRIES TO £25,000 + CAR + BENEFITS  
An international consultancy organisation is currently seeking a number of high calibre D.P. professionals for several project groups. You must have a successful management background and demonstrate high academic achievement, with sound practical experience in either the software or public sectors. You should have experience of PROJECT MANAGEMENT, OFFICE AUTOMATION or BUSINESS COMMUNICATIONS SYSTEMS with a knowledge of VOICE, DATA, TEXT, etc. Ref: ST622

**PROGRAMMERS** COBOL/MVS LONDON £15,000 to £19,000  
This is an ideal opportunity for COBOL Programmers with a minimum of 2 years commercial experience to expand their skills into ON-LINE and DATABASE techniques in this young and progressive development department. Knowledge of MVS/JCL, ROSCOE or CICS would be an advantage although training will be given where necessary. The company offers excellent salaries with regular performance reviews plus BUPA, Pension and other attractive large company benefits. Ref: ST623

### TECHNICAL

**SYSTEMS PROGRAMMER** MVS JES2 VTAM CICS LONDON TO £22,000 + BENEFITS  
Major international organisation with world-wide computer operations requires a SYSTEMS PROGRAMMER with a minimum of 2 years experience to join a small team supporting a recently installed 308X compatible process. Candidates must have working knowledge of MVS internals, ASSEMBLER, TSO, JES2 and JCL and above all be willing, and have the aptitude to learn new skills in this rapidly expanding institution. The company offers excellent training facilities and attractive employee benefit package. Ref: ST624

**SALES/SUPPORT CONSULTANTS** RELATIONAL DATABASE 4GL'S HOME COUNTRIES SALARY NEG + CAR + BONUS  
A leading UK supplier of relational database and 4th generation tools and methods, is seeking to recruit a number of customer and sales support personnel. You will be responsible for providing day-to-day customer support, consultancy, project management and training. Further involvement will include business and data analysis, systems design, utilising relational database management systems, 4GL's and decision support tools. For the RIGHT PEOPLE, salary will not present a problem. Ref: ST625

**SYSTEMS PROGRAMMERS** MVS/XA ASSEMBLER CENTRAL LONDON SALARY/BENEFITS TO £25,000  
A large overseas banking organisation has an immediate requirement for Systems Programmers with 2-3 years practical MVS experience. Ideally, you will have progressed through operations and technical support and any MVS/XA knowledge would be extremely beneficial. However, you must have a strong ASSEMBLER programming background with some experience of the following:- ASM2, COBOL2, NCP/VTAM, JES2 or ACT2. Ref: ST626

### OPERATIONS

**SHIFT LEADERS** MVS JES2 AC/VTAM LONDON £16K to £20K + BENEFITS  
Due to further operational expansion, our client, a highly successful international organisation, requires individuals with a minimum of 5 years operating experience predominantly in a 308X, MVS, JES2 environment. Operational knowledge of JCL, VTAM, RJE, CICS or 3270 based on-line networks would be advantageous. Responsible for the smooth running of a production shift, you must demonstrate qualities in staff management, resourcefulness, reliability and be able to confidently communicate with end user departments. Attractive salary structure and large company benefits package. Ref: ST627

**OPERATORS & SENIOR OPERATORS** 308X MVS JES2 EAST LONDON £11K to £17K  
Operations staff with 2 years MVS JES2 experience are required for an expanding operations department in a new London based computer centre for this multi-national organisation. Knowledge of TSO, JCL or operating on-line and RJE networks would be an advantage although extensive training will be given where necessary. Attractive salaries, benefits package, and progressive career development are offered. Ref: ST628

**JUNIOR NETWORKING TECHNICIANS** IBM SNA DATACOMMS CENTRAL LONDON TO £25,000 + BANKING BENEFITS  
An international banking group in the City wishes to recruit two Junior Networking Technicians. You will probably have around two years networking experience and be currently involved with the IBM 3270 network with some exposure to MESSAGE SWITCHING, TELE, PC NETWORKING, PARX, or DATA COMMUNICATIONS. These are exceptional opportunities to further your experience in such areas as SWIFT, BACS, CHAPS and SNA Networking. A superb package is offered including low cost mortgage, annual bonus, etc. Ref: ST629

**APOLLO SALES LTD.**  
We are an aggressive British manufacturing company established for over thirty years, and trained leaders in our market. We are expanding the UK, every county and exporting to over 70 countries. We are looking for a sales representative to cover the following areas: Surrey, Buckinghamshire, Middlesex and Western areas of London. The successful candidate for this term contract position, will be aged 25-35, and have had considerable experience in a sales representative capacity. Full training will be given. Particular attention is given to the provision of a successful sales career. You are interested, then please send your CV to Sales Manager (Area 21), Apollo Sales, 27-40, Tottenham, Mid-Gamrogn, E7 4JL.

**TRAINEE DESIGNER**  
For leading London luxury kitchen design co.  
If you are aged 20-25, educated to at least 'A' level standard, prepared to work hard & have a keen interest in design, we will train you to become a member of our design team.  
Saturday working is involved with a day on the job & a competitive starting salary will be paid. Existing holiday arrangements will be honoured.  
Please write in your own handwriting with brief C.V. & stating your expected salary to:  
Edward Hellatt, Janet Kitchens, 40 Wigmore St., London, W1.

**TRAINEE NEGOTIATORS**  
Required for the financial services industry.  
• Indep. contracted training.  
• Basic Salary.  
• On-Target earnings £24,000.  
• Age 23-45.  
Telephones:  
The Personnel Manager on 01 499 9070 or send CV to:  
Equitable Financial Services Ltd, 263 Regent Street, London W1.

**TRAINEE BROKER**  
A vacancy has arisen for a trainee broker. The successful applicant will be about 25-35 years old, hard working and presentable. No previous experience necessary as full training given.  
For a confidential interview, call Glynn Moss on 01-491 1414

To apply for any of these positions please send your CV quoting relevant reference number to Rod Beeson at our London office or telephone him daytime on 01-434 9205 or evenings and weekends on 0789-763147.

IBWORLD LTD  
1ST FLOOR  
PICCADILLY  
LONDON W1V 5PE

LONDON • NEW YORK • SINGAPORE • SYDNEY • HONG KONG • BIRMINGHAM



THE IBM SYSTEMS RECRUITMENT SPECIALISTS

HORIZONS

A guide to career development

Why safety always comes first

The consequences of the accident at Chernobyl, the effects of which have been felt in Europe, the chemical explosion at Bhopal in India and the leak at Seveso which destroyed an Italian town are a stark reminder of the importance of safety.

We have had our Aberfans, Flixboroughs and nagging incidents at Sellafield which remind us that the need for safety to be taken seriously is just as important here in Britain.

The Health and Safety Commission is responsible for the enforcement of high standards of safety throughout British industry. It operates through the Health and Safety Executive which employs inspectors to ensure that the Health and Safety at Work Act 1974 and related legislation are enforced.

Operating from 21 offices around the country, Inspectors of Factories visit not only manufacturing plant but also offices, mines, building sites and railway premises. They concentrate their scarce resources on industries which have a poor safety record or employ large numbers of people who may be at risk. Their job is to seek out hazards, advise, warn and insist that adequate standards are maintained.

Being an Inspector of Factories is a multi-faceted job offering an immense

An immense variety of tasks in a day's work

variety of tasks in a day's work. They might have to advise a machine operator on the hazards of using a machine in a certain way or talk to a trade union representative about concerns which their members share on the problems of safety in specific situations.

The Health and Safety Executive employs generalist inspectors and specialists who are expert in one area of safety. Scientists are also recruited as scientific officers to work in the laboratories concerned with occupational hygiene.

Problems of air pollution, noise and toxic substances are researched at Cricklewood, safety in mines at Sheffield, and electrical devices, flames and explosives at Buxton.

Doctors and nurses with relevant experience or a qualification in occupational medicine are employed by the Executive in their Employment Medical Advisory Service. They advise on all areas of occupational health, arrange regular medical tests for those working in hazardous environments and investigate new safety concerns which come to their attention.

They also advise the disabled if their disability affects their capacity to work safely in certain environments and supervise Rehabilitation Centres run by the Manpower Services Commission.

Generalist inspectors are recruited from honours degree graduates of any discipline. There is a definite preference for those with some industrial experi-

The importance of high safety standards in British industry is greater than ever. Neil Harris examines the role of inspectors in the Health and Safety Executive

ence, and in recent years new graduates have not been recruited, but this year those without employment experience are being considered once again.

Each of the twenty one offices has its own specialist area - the London office, for example, is expert in the safety problems encountered within the printing industry - and during their first two years trainees are expected to work in two or three different offices to broaden their knowledge.

These trainees also undertake a course in occupational health and safety. This covers such topics as environmental monitoring, occupational disease, the safety of machinery, electrical devices and chemical processes; safety law and the management of safety.

Specialist inspectors are only recruited from graduates with at least two years experience and often a professional qualification such as chartered engineer.

They may be concerned with nuclear installations, air pollution, mines and quarries, chemicals or explosives and are usually mechanical, chemical or electrical engineers, chemists, physicists or biologists.

These recruits begin their training like the others, by attachments to two or three of the area offices but then they join one of seven Field Consultant groups which provide a specialist back up to the generalist inspectors as they go about their work.

Inspectors working in the field have access not only to specialist advice from these colleagues but also equipment which may be necessary to detect levels of pollution in the atmosphere, noise, radiation or some other hazard which needs to be measured and controlled.

The Health and Safety Executive may be responsible for inspecting, determining what are adequate standards of safety and enforcing the law, but the responsibility for ensuring a safe working environment and one which does not threaten the population close to their plant rests firmly with industry.

Until recently the job of safety officer in industry was often given to someone nearing retirement age or as a sideways move for someone whose career was out likely to progress.

This state of affairs has been changing rapidly in recent times. Industry does not

usually recruit new graduates straight into the job of safety officer but rather those who have some years of line management experience.

"We grow our own safety officers", one senior safety consultant in a chemical firm told me. "When they are recruited they study for the qualification offered by the Institute of Occupational Hygiene and must become conversant with safety law. It's a lone job in which you create your own role and influence decisions through advice and consultation. Safety moves forward every time there is an accident so you never waste the opportunity it brings to improve standards."

Safety officers hold the line managers responsible for the safety of their patch and are primarily concerned with fire, mechanical and electrical safety, transport of toxic substances and the safety of vehicles. They also concern themselves with the behaviour of staff which is not always conducive to good safety practice.

Too often it is easier to operate a machine without a guard or to ignore a particularly irritating safety rule in order to cut corners and do a job that little bit quicker. Safety officers vigilantly seek out that kind of situation to put matters right.

The challenge that is always changing

Production and process engineers who design equipment are another key element in our safety armoury. The Engineering Council insists that all those registered as chartered engineers receive adequate training in safety.

New designs and alterations to existing designs are all subject to a safety audit consisting of detailed checks before they are implemented. It was a modification rather than new plant which was responsible for the accident at Flixborough. Once installed a suitable programme of maintenance must be adhered to if equipment is to remain safe throughout the lifetime for which it has been designed.

Change is on the way in the safety world. Next year the Department of the Environment is to take over responsibility for environmental protection. This will include air and water pollution, radiation in the atmosphere and the disposal of hazardous waste materials.

It is good to know that factory inspectors, safety officers, scientists, engineers and some medical staff are all working together to ensure our safety.

For them it is a job which provides an ever changing challenge, a wide variety of activities in which they are neither desk bound or spending all their time in the factory. Negotiating about technical issues, investigating, writing reports, presenting evidence, dealing with people at all levels within an organization - these are all a part of their work.

BANKING & ACCOUNTANCY

Assistant Accountant

Portsmouth c. £13,000 + Benefits

Zurich Life Assurance Company Limited is an expanding subsidiary of the £7 billion Zurich Insurance Group.

We are seeking a young Chartered Accountant, possibly newly qualified, for appointment to the new position of Assistant Accountant.

The person appointed, who will report to the Accountant, will eventually be responsible for the day to day supervision of the accounts department. He or she will also be required to assist in the preparation of shareholders and DTI accounts, annual tax computations, preparation of cash flow forecasts and preparation of information for board meetings. There will be scope to contribute to the development and improvement of the Company's financial reporting and systems.

Candidates should be aged 24 to 30, have broad accounting experience, and be conversant with current corporate taxation. The ability to work to strict deadlines and remain calm under pressure is essential.

We offer a first class remuneration package including an assisted mortgage and non-contributory pension scheme including free life assurance.

Please phone for an application form or write with CV to: Mr C.T. Pass, Assistant Employee Relations Manager (Personnel), P.O. Box 20, Zurich House, Stanhope Road, Portsmouth, PO1 1DU. Tel: Portsmouth (0705) 822200 or, out of working hours Portsmouth (0705) 812190.



Zurich life

NORTH KENSINGTON AMENITY TRUST CHARTERED ACCOUNTANT

c.£17,400

The trust is a charitable foundation responsible for developing and managing 23 acres of land in the North Kensington area. It has a staff of 30, and a mixed portfolio of tenancies, including 120 commercial properties. The annual turnover is approximately £1M.

We are seeking a qualified accountant who can manage the financial affairs of the Trust from budgeting up to full audit stage. Applicants must be professionally recognised; able to supervise staff to be conversant with computers; (AS) must be a Chartered Accountant (A1 with Tax, Debit, Superann and MAF entries). The ability to deal with day to day details as well as long term financial planning is essential.

For further details and job description contact: Roger Matland, Director, NKAT, 1 Thyrpe Close, London W10 5XL. Tel: 01-969 7511.

Closing date: 1st December 1986. NKAT is an equal opportunities employer.

Jonathan Wren

SYDNEY LONDON HONG KONG

RECRUITMENT CONSULTANTS

Accountancy - to £25,000

Jonathan Wren & Co. Limited, established in 1968, is acknowledged as the largest financial services recruitment specialist in the world.

We wish to develop our specialist services in the field of accountancy and therefore seek highly motivated recruitment consultants. A proven record of success in the commercial and industrial sector, recruiting all levels ranging from graduates up to senior executive level, is essential.

Benefits offered include first class administrative and technical support, high advertising budgets, realistic targets, competitive salaries plus generous commission scheme, company car, and of course our name, of which we are justifiably proud.

Please telephone, or send a detailed cv to Carol Jardine - Accountancy Division.

Jonathan Wren

Recruitment Consultants No.1 New Square, (off Doughty Street), London EC4A 3DF. Telephone: 01-413 1266

BANKING RECRUITMENT CONSULTANT. We are a select, professional recruitment consultancy specialising in the banking industry and are currently seeking to expand our already successful team. The ideal candidate will be looking for a challenging and involved career offering high rewards for self-motivation and realistic prospects for promotion. It is essential to have gained some relevant recruitment interviewing experience within the London area and have an interest in banking and related fields. If you are aged 23-30 and meet the above requirements, please contact the Managing Director for details. BANKING SELECTION EMERSON RECRUITMENT ASSOCIATES 2901

COMPANY ACCOUNTANT TO FILM PRODUCTION COMPANY. A position of Snr. Accountant to a leading production Co. making advertising films. The department is fully computerised and has at present a total staff of three. Salary Negotiable. Apply in confidence to: Julian Harvey, Howard Guard Prods. 7/8 Bourlet Close, London W. 01-631 0163.

Outstanding opportunities for TWO HIGH CALIBRE PART-QUALIFIED ACCOUNTANTS Central London. Total Oil Marine plc is a prestigious energy company currently developing an important new North Sea oil and gas field which will provide a substantial contribution to Britain's long term energy requirements. Assistant Financial Accountant £13,500-15,500. An excellent opportunity to develop your accounting experience. Working to demanding deadlines, you will prepare interim and statutory accounts whilst playing an integral role in the development of computerised systems.

Assistant Management Accountant £10,000-11,800. This challenging appointment encompasses the preparation of management information and budgetary control, liaising with both financial and non-financial management. Applications are invited from individuals progressing towards qualification with one of the major accounting bodies. For a detailed and confidential discussion please contact Paul Goodman, Consultant to the Company, on 01-367 5400 (out of hours 01-954 5242) or write to him at Financial Selection Services, Drayton House, Gordon Street, London WC1H 0AN.

GENERAL APPOINTMENTS

DEVELOP A REPUTATION Pro Rata £15,000. A specialist professional firm in WC2 needs an experienced Press and Public Relations Officer to give direction to their public relations campaign on a part-time basis. This person will be responsible for projecting the firms image in the marketplace with an emphasis on increasing exposure in the press and in specialist publications. The successful candidate will have 'A' levels or a degree and ideally a P.R. background in a professional organisation. Tact, humour, an innovative approach to the work and an ability to humanise copy, the main content of which is very technical, are vital. Please telephone: 01 588 3535.

Crone Corkill RECRUITMENT CONSULTANTS

TECHNICAL SALES REPRESENTATIVE SPECIAL CABLES. Jacques-Rotork Ltd, a division of Rotork PLC, is a leading manufacturer of custom-engineered cables, hoses and umbilicals for various applications offshore and onshore. The company is seeking a Technical Sales Representative to penetrate new markets in S.E. England. The successful candidate will need to show a good track record of sales in the cable industry, and will probably be living in London or the home counties. An attractive package is offered, with company car. Contact: David Simms, Jacques Rotork Ltd, 11 Padnal, Littleport, Ely, Cambs., CB6 1NS. Tel: (0353) 860022

TELECOMMUNICATIONS expert required for consultancy services. Must have detailed knowledge of local IT and operations technologies. Be able to advise on various systems. 20%+ experience. Reply with CV to: Technical Telecommunications Services Ltd, 60/62 Tottenham Court Road, London W1P 0LX.

RESEARCH AND DEVELOPMENT. Research and development in the field of... (text partially obscured)

SALES & MARKETING. CAPITAL GVS. Research high quality... (text partially obscured)

ENGINEERING. EXP. Based on... (text partially obscured)

Total Marine Bringing energy ashore

WEST END WINE COMPANY ASSISTANT ACCOUNTANT. Part qualified preferred. Computerised accounts. Familiar with multi-currency accounting. Salary range £8,500 - £9,750. Apply: Martin Lovely, Vintheria Limited, 24-25, Scala Street, London W1P 1LR. Tel: 01 589 1954.

MARKETING OFFICER for prime European Bank. The successful candidate will be a graduate with a minimum of two years' London/Marketing experience, ideally with a knowledge of Asia/Australasia. £20,000+. Age to 35 years. SENIOR LOANS ADMINISTRATOR for City bank, used to training staff in loans admin. Promotional prospects to supervisor with charge of 8 staff. £11,500. Age 24+. Please telephone Shelagh Amell on 01-583 1661. a s b recruitment 50 Fleet Street, London EC4Y 1BE

ACCOUNTANT. Due to... (text partially obscured)

SENIOR OPERATIONS OFFICER £22/28,000. Dynamic large American City-based international Bank require person with 10 years experience within Treasury, Foreign Exchange, Money Markets, Trades & Eurobonds. 'Customer' Main Frame Computer using 'Lotus 123'. Suitable applicants can be contacted. Other positions also available in this sector. Jacqui Blumfield, Acme Banking Appointments, 88 Cannon Street, EC4A 01-929-1311.

Accountancy Personnel Placing Accountants First

TIME AND TIDE £20,000 + CAR. Don't wait to capitalise on your success - major city financial group require ambitious young qualified to take an analysis based role within dynamic management team. REF: C4839. MONUMENT OFFICE: 9 Eastcheap, EC3, 01 626 0666. CORPORATE FINANCE £18,000. Newly/recently qualified Accountant sought by leading Merchant Bank. Investment and acquisition decisions, corporate planning and plenty of client liaison. Benefits: subsidised mortgage, and share option scheme. REF: C6439. BOND STREET OFFICE: 79 New Bond St, W1. 01 493 3813. PROFIT ORIENTATED? £13000. Great opportunity for a highly motivated young part qualified Accountant for challenging and senior role. Prepare financial and management accounts. Benefits include NCP's, profit share and five weeks hols. REF: AW/B/S. BAKER STREET OFFICE: 106 Baker Street, W1. 01 935 1483. FINANCIAL CONTROLLER £20,000+ Car. This expanding retail group seeks a young professional to streamline their accounting functions and make a rapid contribution to their continuing success. Top calibre benefits. REF: C6584. HOLBORN OFFICE: 307/308 High Holborn, WC1. 01 404 4561.

# BANKING & ACCOUNTANCY

## Harrison & Willis

# BERMUDA

## Banking c. \$35,000 tax free

Our client is an international Bank, Trust & Investment Management company with over \$3 billion in assets and 1200 staff in 5 worldwide locations. They have a variety of opportunities for qualified accountants at their Head Office in Bermuda.

The jobs range from Accounting, Analysis and Audit roles suitable for newly or recently qualified ACA's/ACCA's through Portfolio Accountants to Senior Accounting, Accounting Systems and EDP Audit roles which require more experienced people with about 4 years post qualification experience.

The Bank provides a highly competitive tax free salary and benefit package as well as the opportunity to live in Bermuda which has a climate and lifestyle second to none.

If you are single, aged 24-34 and would like to discuss these positions in more detail please telephone **Graham Palfery-Smith** on **01-629 4463** quoting Ref 400+ (evenings and weekends **01-697 6811**).

HARRISON & WILLIS LIMITED (Financial Recruitment Consultants), CARDINAL HOUSE, 39-40 ALBEMARLE ST., LONDON W1X 3FD. TELEPHONE: 01-629 4463.

Flexible Investment Planning Limited, members of F.I.M.B.R.A. (Financial Intermediaries Managers & Brokers Regulatory Association), with over a century of combined experience within the Stockbroking, Investment & Accountancy professions offer a client service that is second to none.

The growth and success of the Company as one of the leading medium sized Independent Investment Brokerages, has created a number of opportunities throughout the United Kingdom for

### FINANCIAL CONSULTANTS

Those appointed will probably have a financial background and possess a knowledge of personal taxation and unit linked investments. Appointments will normally be made for your own National Press coverage, and you must be able to properly and objectively offer sound financial and investment advice to potential clients.

The ability to deal discreetly and confidentially with all our clients & with referrals from our colleagues in the professions will be a key factor in assessing your suitability.

Those successful will probably be aged between 30 and 48, will make the very most of the attractive remuneration package that is being offered.

**FIP** Address your curriculum vitae to our Marketing Director, Malcolm Robertson, F.I.P. Ltd., 436/438 Flixton Road, Urmston, Manchester, M31 3QT.

**Jonathan Wren** **AUDIT SENIORS - CHANNEL ISLANDS** £15,000 + (20% local tax) Top 8 practice urgently seeks recently qualified ACA/ACCA's as audit seniors to work in their luxurious new offices in Jersey and Guernsey. Benefits include Top 10 training facilities, prestigious clients, highly competitive salaries, 20% local tax and subsidised accommodation. For more details telephone, or send a detailed cv to Carol Jardine - Accountancy Division

**Jonathan Wren** **SECRETARIAL P.A.** £12,500 p.a. + benefits. Immediate start. For details contact: Jonathan Wren, 110 New Street, London EC4A 3DF. Telephone: 01-475 9922.

## KOMORI EUROPE

### Financial Controller

**LEEDS c. £18,000 + Car**  
Komori Europe, the wholly owned subsidiary of a Japanese public company, acts as European distributor for high quality printing machinery throughout Europe. The company has plans for significant further growth and turnover in the current year will exceed £30 million.  
As a result of this expansion the new role of Financial Controller reporting to the Finance Director is being created to provide financial support to the Company's management. The company seeks a young, commercially minded, qualified accountant who will:  
• provide financial and other management information to the directors and to the parent company,  
• control the day to day management of the existing finance function including the monitoring of foreign exchange exposure, and the controlling of the complex financing arrangements involved in the sale of large capital goods.  
To be successful in this role you must have a proven track record and the personal qualities to contribute effectively as a member of the management team. Some experience of foreign currency accounting, whilst not essential, would be desirable. Please send a comprehensive career resume, including salary history and giving a daytime telephone number, quoting reference 2723 to John Scarisbrick, Executive Selection Division, at the address below.

**Touche Ross**  
The Business Partners

PO Box 500, 74 Mosley Street, Manchester M60 2AT. Telephone: 061-228 3456.

## Financial Services Audit

**International Bank**  
**c£19,000-£24,000**  
**+ banking benefits**

The Hongkong and Shanghai Banking Corporation, one of the world's leading international banks, is increasing its audit capability to take account of the changes that are taking place in the Financial Services area. A specialised unit has been created in London to audit the Group's activities in the Merchant Banking, Leasing, Insurance, Stockbroking and Commodity Trading areas. This unit is now seeking to recruit a small team of high calibre professionals.

As these are newly created positions there will be considerable scope for innovation - responsibilities will include the specification, design and implementation of a new audit approach. Candidates must be able to demonstrate a determined self motivated approach, be able to communicate effectively with senior executives and have an analytical approach combined with the ability to adapt quickly to new situations.

Based in the City the posts will involve a certain amount of travel overseas to visit Group companies in the world's major financial centres. The successful candidates are likely to be Chartered Accountants who have qualified within the last five years and have gained relevant experience either within the profession or else working in one of the areas mentioned above. Remuneration will be in the range £19,000-£24,000 depending upon experience with generous banking fringe benefits including mortgage subsidy, non-contributory pension scheme, life assurance and BUPA.

Please write with full curriculum vitae to: International Administrator  
The Hongkong and Shanghai Banking Corporation  
99 Bishopsgate  
London EC2P 2LA.

**Hongkong Bank**  
The Hongkong and Shanghai Banking Corporation

## EXECUTIVE CRÈME

### GET INTO SALES

Leave the boredom of an office routine behind you - enjoy the variety and excitement of a sales career.

### SATEX GROUP

We sell a complete range of stationary and computer consumables direct to offices. No sales experience is required as we will give you a two week training course and pay you full pay and expenses at the same time. You will be provided with a car, and receive 2 outfits a year from a leading fashion house. You will receive every encouragement and support to be successful. Earning of up to £17,000 p.a. are quite realistic.

Continuing expansion and promotions now make available several opportunities on our December training course. If you are aged between 21 and 29 and have 4 O'Levels grasp this challenge and telephone

**RUTH GOODMAKER ON**  
01-450 3200  
FOR AN IMMEDIATE INTERVIEW



### YOUR CAREER STARTS NOW!

**FLUENT GERMAN AND FRENCH**

**£12,000 + Benefits**  
Central London  
Do you want to be your own boss? Face day to day challenges? If you work for the President of this multi-national. Your skills are 100% used with real potential. So don't delay, call now!

Jan or Gloria  
01 631 4296

### FUTURES

RECRUITMENT SPECIALISTS

### PA/SECRETARY

M.D. of International Equities firm seeks a top-notch PA/Secretary. Demanding and varied work. An exciting environment which offers good professional skills and an opportunity to learn the business. WP experience desirable. Salary £10,000 plus benefits. CV to:

**L. Berry**  
10th Floor,  
Princes House  
Buck Lane,  
London EC4R 8AN  
(No Agencies Please)

### PR PA TO CHAIRMAN

£12,500

Fast expanding Public Relations Company seeks Executive PA for Chairman. Admin content, organising press releases etc and responsible for all editorial. 'City' experience preferable. The reward offered is high. £18,000 - £20,000 p.a. According to age, ability & experience.

This position is available immediately and in the first instance please write in your own hand to:  
**THE MANAGING DIRECTOR**  
**SQUARE MOVES LTD.**  
**MOVES HOUSE**  
**131 SALUSBURY ROAD**  
**LONDON NW6**

### SECRETARIAL P.A. INC. OFFICE ADMINISTRATION

A busy Managing Director requires a person with the highest abilities gained from their past Secretarial, Administrative and Communication achievements to run and organise his company's busy office in N.W. London.

You should excel in: management of staff, awareness of profitability, decision making and client liaison. This position is for those that achieve commercial aims, not the faint hearted. As P.A. to the Director you will take minutes of meetings and type confidential material. Early starts and late finishes are normal for keeping control in the Transport Industry, with loyalty and resourcefulness necessary qualities.

Therefore the reward offered is high. £18,000 - £20,000 p.a. According to age, ability & experience.

This position is available immediately and in the first instance please write in your own hand to:  
**THE MANAGING DIRECTOR**  
**SQUARE MOVES LTD.**  
**MOVES HOUSE**  
**131 SALUSBURY ROAD**  
**LONDON NW6**

Send how you consider you meet the above requirements, enclosing your C.V. showing education & qualifications (please print typed by yourself).

### OSBORNE RICHARDSON

**BREAK INTO BANKING**  
to £10,000 + M/S++

Our client, a leading international merchant bank, has brilliant opportunities available for lively secretaries to work with some of the most successful people in London in the Sales, Trading, Stocks and Capital Markets areas. Substantial rewards are offered and the work will be anything but dull. Benefits include free fares, sub. mortgage and generous bonuses. Experience in any fast moving environment and 90/60 skills needed.

Please call Ellen Richardson, Judith Osborne, Anna Friend or Debbie Berkovich.  
409 2393

RECRUITMENT CONSULTANTS  
110 NEWBURY, LONDON W1

**SECRETARY TRAINER** - Clear, articulate, confident, with 10 years experience in training secretaries in the City of London. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY SHORTHAND** 11/10/70 and Audio with excellent shorthand skills. Opportunity for International Secretary with WP experience. Salary £12,000 p.a. + commission. Contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**EXPERIENCED SECRETARY** required to assist in the management of a busy office near Bond St. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

### JUNIOR SECRETARY FOR LLOYD'S UNDERWRITING AGENCY

We are a small Lloyd's Underwriting Agency in need of extra help in our busy office. We are looking for a qualified and lively young secretary with some work experience but will consider a secretarial college leaver. The right person will have good secretarial skills including shorthand.

Familiarity with the IBM PC would be an advantage though not essential. You will be articulate, numerate and a non smoker.

This is an opportunity to join a relatively new agency working in lovely old offices in the heart of the City. Initial salary will be £7,000 p.a. plus travelling expenses. If you are reliable, personable and think you might be interested then please write to Box No A88.

**BUSY BELGIAN PA** Department requires secretary. Good shorthand skills. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

**SECRETARY** £12,000 per annum with short hand and shorthand. Must be able to handle the administration of a fast growing business. Excellent salary & commission. For more details contact: Judith Osborne, 01-629 2393, 110 Newbury, London W1.

### SECRETARY

Established firm of Surveyors & Estate Agents require experienced secretary to assist in residential sales and lettings in central London.

Salary £12,000  
01 330 7321  
Ref AA/JPS

**TELEPHONIST**  
April 21st, well spoken, vivacious person, able to cope under pressure. Pleasant South Kensington office. Salary £7,000 + free lunches. Telephone 581-2387 Miss Smith.

**RECEPTIONIST/TELEPHONIST** 41 hour per week. 9.30am - 6pm. Busy office. Victoria area. Must be experienced. Salary £10,000 p.a. plus benefits. Telephone 581-2387 Miss Smith.

**TEMPING TIMES**  
IMPERIAL WAR MUSEUM RECEPTIONIST

Immediately required for a period of 3 months to help man the Museum's busy information and reception desk. No weekends. Salary £128.46 pw. Telephone Angela Godwin, 01 735 8922 x 291

**RENTALS**  
Keith Cardale Groves

**MAYFAIR, W1**  
The ideal work for a newly qualified & recently trained Receptionist. Salary £10,000 p.a. plus benefits. Telephone 581-2387 Miss Smith.

**SECRETARIAL P.A.** £12,500 p.a. + benefits. Immediate start. For details contact: Jonathan Wren, 110 New Street, London EC4A 3DF. Telephone: 01-475 9922.

**SECRETARIAL P.A.** £12,500 p.a. + benefits. Immediate start. For details contact: Jonathan Wren, 110 New Street, London EC4A 3DF. Telephone: 01-475 9922.

**LEGAL APPOINTMENTS**  
FPS (Management) Ltd. The Independent Financial Consultancy Group, are seeking Trainee Managers for its expansion in the South East in 1987. Applicants must be self-motivated and energetic. If you are willing to work hard for your own success in an exciting and dynamic industry. Telephone 01-240 9959

# LA CRÈME DE LA CRÈME



## We talk and you listen, no. You talk and we listen, yes.

### Ask ALFRED MARKS



Forward another Australian to beat



**LA COMISION DE LAS COMUNIDADES EUROPEAS**  
organiza un concurso-oposición general con el fin de proveer dos puestos de

### JEFE DE DIVISION DE LA TRADUCCION ESPAÑOLA (m/f\*) (COM/LA/528)

- Si es nacional de uno de los Estados miembros de las Comunidades europeas;
- Si ha realizado estudios universitarios completos;
- Si tiene como lengua activa principal el español y un conocimiento profundo de otras dos lenguas comunitarias;
- Si posee una experiencia profesional sólida (de al menos 15 años) en relación con el puesto, adquirida ya sea en el sector privado o en el sector público;
- Si ha nacido después del 7 de noviembre de 1935;

Solicite (preferentemente mediante tarjeta postal) el anuncio detallado del concurso-oposición publicado en el Diario Oficial de las Comunidades nº C 281 del 7 de noviembre de 1986, dirigiéndose a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.  
Oficina de Prensa e Información, C/Serrano 41, Se planta, E-28001 MADRID. Tel.: 275.04.80 lds 9 a 15 h.

**FECHA LIMITE PARA LA RECEPCION DE LAS CANDIDATURAS: 15 DE DICIEMBRE DE 1986.**  
La Comisión desarrolla una política que tiene por objeto garantizar la igualdad de oportunidades entre mujeres y hombres en todas las profesiones.



**A COMISSÃO DAS COMUNIDADES EUROPEIAS**  
organiza um concurso geral documental e mediante prestação de provas com o fim de prover dois lugares de

### CHEFE DE DIVISÃO DA TRADUÇÃO PORTUGUESA (m/f\*) (COM/LA/529)

- Se é nacional de um dos Estados-membros das Comunidades Europeias;
- Se possui estudos universitários completos;
- Se tem como língua principal o português e um conhecimento profundo de duas outras línguas comunitarias;
- Se possui uma experiência profissional sólida (de pelo menos 15 anos) em relação com o lugar, adquirida seja no sector privado ou no sector público;
- Se nasceu depois de 7 de Novembro de 1935;

Pode obter o aviso pormenorizado do concurso publicado no Jornal Oficial das Comunidades nº C 281 de 7 de Novembro de 1986, dirigindo-se de preferência por bilhete postal, a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.  
Secretariado de Imprensa e Informação CCE, rua do Sacramento à Lapa 55, 1200 LISBOA. Tel.: 60.62.90.

**PRAZO LIMITE PARA A RECEPCÃO DAS CANDIDATURAS: 15 DE DEZEMBRO DE 1986.**  
A Comissão desenvolve uma política que tem por objectivo garantir a igualdade de oportunidades entre mulheres e homens em todas as profissões.



**A COMISSÃO DAS COMUNIDADES EUROPEIAS**  
organiza concursos documentais reservados para nacionais portugueses para o preenchimento de 9 lugares de

### ADMINISTRADORES PRINCIPAIS (m/f)

- Formação universitária indispensável; 12 anos de experiência profissional;

Para maiores informações, peça o aviso de concurso a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.

**LA COMISION DE LAS COMUNIDADES EUROPEAS**  
organiza concursos de méritos reservados a nacionales españoles para 55 puestos de

### ADMINISTRADORES PRINCIPALES (m/f)

- Formación universitaria indispensable; 12 años de experiencia profesional;

Para los detalles solicitar los anuncios de concurso a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.

### COSMETICS PR ASSISTANT £10,000 Neg WC1

Working for the Public Relations Dept. within the Cosmetics field. You will be dealing with advertising, customer and press releases. No previous experience is necessary as the company will train. All you need is the knowledge of shorthand, typing and a willingness to learn.

For further information call Fiona Archery, Alfred Marks Recruitment Consultants, 1st Floor, 108 Oxford Street, London W1. Tel: 01-631 5262

### LEGAL SECRETARY W1

Small friendly practice requires first class audio secretary for Conveyancing Department. Experience on word processor essential. Generous salary with overtime, season ticket loan, health scheme and luncheon vouchers.

Tel 01-935 9114 Ref: DSM

### SHIPPING UP TO £8,000 p.a.

A major shipping company near Regents Park has an immediate opening for a bright and accurate shorthand secretary to assist the insurance manager in the running of the busy department. This is an ideal position for someone looking for more involvement and responsibility in their second job. Excellent benefits.

Please contact Robert Reims quoting Ref: 0329/3062, Alfred Marks Recruitment Consultants, 124 Baker St, London W1. Tel: 01-486 1576

Ask ALFRED MARKS

### SECRETARY/PERSONAL ASSISTANT

The Joint Managing Director of a young rapidly growing public company in financial management requires an intelligent and highly efficient personal assistant with a sense of humour. Good telephone manner and word processing ability essential.

Write with C.V. to:  
NICHOLAS G MERCER HILL MARTIN PLC  
CHELTENHAM HOUSE, 24 CLARE STREET, BIRTL01, BS1 1YA.

Ask ALFRED MARKS

### PROMOTIONS COMPANY JUNIOR UP TO £6,500 p.a.

What could be more interesting than working in West London for a partner of this lively promotions company. You'll be helping to organise competitions, press conferences and publicity stunts for clients. Cross training given on IBM PC. Plenty of telephone contact and client liaison for least person eager to progress. Benefits include 4 weeks holiday and Xmas bonus.

Please contact Patti Harrison quoting Ref: 0639/2785, Alfred Marks Recruitment Consultants, 215 Kensington High Street, London W8. Tel: 01-937 3603

Ask ALFRED MARKS



**LA COMISION DE LAS COMUNIDADES EUROPEAS**  
organiza un concurso-oposición general para la constitución de una lista de reserva de

### REVISORES / TRADUCTORES PRINCIPALES / JEFES DE EQUIPO de expresión española (m/f\*) (COM/LA/502)

- Si es nacional de uno de los Estados miembros de las Comunidades europeas;
- Si ha realizado estudios universitarios completos;
- Si posee una experiencia profesional post-universitaria (de, pelo menos, 12 años), adquirida ya sea en el sector privado o en el sector público;
- Si tiene como lengua activa principal el español y un conocimiento profundo de al menos dos de las lenguas siguientes: alemán, inglés, danés, francés, griego, italiano y neerlandés;
- Si ha nacido después del 6 de noviembre de 1935;

Solicite (preferentemente mediante tarjeta postal) el anuncio detallado del concurso-oposición publicado en el Diario Oficial de las Comunidades nº C 280 del 6 de noviembre de 1986, dirigiéndose a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.  
Oficina de Prensa e Información, C/Serrano 41, Se planta, E-28001 MADRID. Tel.: 275.04.80 lds 9 a 15 h.

**FECHA LIMITE PARA LA RECEPCION DE LAS CANDIDATURAS: 15 DE DICIEMBRE DE 1986.**  
La Comisión desarrolla una política que tiene por objeto garantizar la igualdad de oportunidades entre mujeres y hombres en todas las profesiones.



**A COMISSÃO DAS COMUNIDADES EUROPEIAS**  
organiza um concurso geral documental e mediante provas para a constituição de uma lista de reserva

### REVISORES / TRADUTORES PRINCIPAIS / CHEFES DE EQUIPA de expressão portuguesa (m/f\*) (COM/LA/503)

- Se é nacional de um Estado-membro das Comunidades;
- Se efectuou estudos universitários completos;
- Se possui experiência profissional pós-universitária (de, pelo menos, 12 anos), adquirida quer no sector privado, quer no sector público;
- Se tem como língua principal o português e possui um conhecimento profundo de pelo menos duas das seguintes línguas: alemã, dinamarquesa, francês, grego, inglês, italiano e neerlandês;
- Se nasceu depois de 6 de Novembro de 1935;

Pode obter o aviso pormenorizado do concurso publicado no Jornal Oficial das Comunidades nº C 280 de 6 de Novembro de 1986, dirigindo-se de preferência por bilhete postal, a:  
Commission des Communautés Européennes, Division Recrutement, rue de la Loi 200, B-1049 BRUXELLES. Tel.: 02/235.11.11.  
Secretariado de Imprensa e Informação CCE, rua do Sacramento à Lapa 55, P-1200 LISBOA. Tel.: 60.62.90.

**DATA LIMITE PARA RECEPCÃO DAS CANDIDATURAS: 15 DE DEZEMBRO DE 1986.**  
A Comissão desenvolve uma política que tem por objectivo garantir a igualdade de oportunidades entre homens e mulheres em todas as profissões.

### MAJOR PUBLISHING COMPANY UP TO £10,000 p.a.

As Secretary/PA to the Editor of this leading Monthly magazine, your shorthand and audio typing skills will contribute greatly to the running of the office. Use your organisational skills to deal with readers' enquiries, attend functions and compose own correspondence. Excellent benefits package includes travel discount, LVs, BUPA and 5 weeks holiday.

Please contact Debra Heald quoting Ref: 0345/2633, Alfred Marks Recruitment Consultants, 62 Brompton Road, London SW3. Tel: 01-584 8166

Ask ALFRED MARKS

### SECRETARY ADMINISTRATOR £9,500 + Benefits

Looking for a chance to prove that you really can do more than type? Here it is! Fabulous opportunity for an enthusiastic organiser to take charge of office services, purchasing and recruitment. 25+ 90/60

Contact Jan or Gloria 01 631 4296

Ask ALFRED MARKS

### SHOWBIZ UP TO £8,500 p.a.

The exciting and glamorous world of show business beckons a competent shorthand secretary to assist the manager of this small entertainment management company in the heart of London's West End. You will be involved in all aspects of running the office, including plenty of client contact on the phone and in reception. Benefits include 4 weeks hols.

Please contact Sue Goodwin quoting Ref: 0760/1427, Alfred Marks Recruitment Consultants, 29 Duke Street, London W1. Tel: 01-486 6717

Ask ALFRED MARKS

### CHAIRMAN'S P.A. UP TO £14,000

An extraordinary opportunity for a senior shorthand PA/Sec to assist the Chairman in setting up the London office of this International Business Centre in addition to day to day secretarial duties. Your brief will be to devise and set up all office systems and recruit new staff. A challenging, involving role for a well presented, intelligent PA/Sec with a high degree of business acumen. Call Monique on 01 734 2567.

Stella Fry Recruitment

### K NIGHTSBRIDGE SECRETARIES

We need a stylish Receptionist/Telephoneist who will enjoy dealing with 'Captains of Industry' and many other VIPs in this glamorous environment. Call us today! Ring Sally Owens on 01 228 4627, 4 Post Street, London SW1X 8EL

Ask ALFRED MARKS

### MUSIC COMPANY BOUGHT LEDGER CLERK £7,000 p.a.

This famous Recording Company based in North West London are seeking a competent person to join their Accounts Department. Training on DEC computer system given. Plenty of liaison both with clients and suppliers. Excellent benefits include 20 days holiday and supply of free records/cassettes. Opportunity to attend many social 'events'.

Please contact Margaret Wild quoting Ref: 0787/0563, Alfred Marks Recruitment Consultants, Cresta Hse, 129 Finchley Rd, Swiss Cottage, NW3. Tel: 01-722 2298

Ask ALFRED MARKS

**PA SECRETARY**  
London sales office of British company relocating to plush serviced offices. 24 hours internet, capable person and around 25,000 to work for tea and coffee. Good shorthand typing and ability to run office in boss absence essential. Salary up to £10,000 for night. Telephone Keith Holland on 01 546 7799

**SALES PERSON**  
Entrepreneurial, flexible sales person capable of good results. Must be prepared to spread time between a major account in South Kensington and Battersea. Salary 28,500 pa King Jean 589 9457

**EXECUTIVE CREME ON PAGE 39**

**P.A. £10,000 TO £20,000**  
SEE SQUARE MOVES AD IN EXEC CREME

### WEST END ART GALLERY £8,000+

Cool headed secretary with good typing, administrative ability and positive character required soonest for interesting life. Please write to: Michael Goedhuis, 14 Old Bond St, London W.1

### KNIGHTSBRIDGE OPPOSITE HARRODS CAREER OPPORTUNITY 1987 c.£10,000

Are you young, bright and of smart appearance? Marvellous opportunity January 1987 for suitable person as secretary/co-ordinator in a friendly, comfortable but busy office. In addition there are genuine opportunities for advancement in other fields for the right person who can show willingness for total involvement.

To apply telephone: Alison Strang on 01-581 5354

### SECRETARY/RECEPTIONIST

We are four professional people. We need organising and secretarial services. A good salary will be paid to the right person. Applicant word processing knowledge would be an advantage.

Apply 01-938 8367

### MAYFAIR £12,000

A leading London based International Bank is about to open a small, prestigious investment bank, offering the whole range of financial services to wealthy individuals. As part of the start-up team they require a bright, upright and ambitious assistant who can grow with the company. Initially your whole role will involve everything from raising and managing funds to organising promotional events and PR work. Intricate possession and social skills, flexibility and initiative are the hallmarks of every member of this enthusiastic and successful team.

Skills: 80/50 Age 25-32  
CITY OFFICE 600 0286  
ANGELA MORTIMER

### CITY PR £11,000 package

A senior Director of the young, lively financial PR company is looking for first-class PA to help him develop new business. As he needs extremely world-wide, he will rely on you to hold the fort in his absence. This will involve everything from keeping track of the various promotional projects to organising client entertaining at Henley and Ascot. Excellent administrative skills, combined with the ability to work on your own initiative are essential, and because of the international aspect of the job, languages would be useful.

Skills: 90/60 Age 25-35  
CITY OFFICE 600 0286  
ANGELA MORTIMER



GOLF
Harwood another Australian to beat

Melbourne (AFP) - Bernhard Langer, of West Germany, is the only man given much of a chance of stopping Greg Norman, the defending champion...

SQUASH RACKETS: IRON MAN OF THE CIRCUIT FIGHTS BACK FROM INJURY TO CONQUER JAHANGIR
Norman's irrepressible ambition

From Colin McQuillan, Toulouse
The story of Ross Norman's return to top competition after a severe knee injury is a much-loved tale among professionals in a sport in which injury frequently spells oblivion...



Winning form: Ross Norman displays the power and persistence that led to Jahangir Khan's defeat

MOTOR RACING
Tyrell take pole position for the new Ford engine

By John Blunsden
The Ford V-8 Formula One engine, which dominated Grand Prix racing for 16 years after its debut in 1967, will be making a return to the circuit next season in a new guise...

Benefit for disabled sportsmen

Some of Britain's top sportsmen and sportswomen will be coming to the aid of their disabled counterparts at the Players' Theatre, Villiers St, Westminster, tonight...

Dittmar's form revives his world ambitions

Toulouse (Reuters) - One pleasing aspect of this year's UAP World Open was the return of Chris Dittmar, the rugged Australian whose squash career looked blighted by injury...

Norman success inspires the American Express champions
Cannons raze West Country

By a Special Correspondent
Ross Norman's victory over Jahangir Khan in Toulouse on Tuesday obviously had an inspiring effect on his team colleagues at InterCity Cannons...

FISHING
The Goddard flies in the face of progress

By Conrad Voss Bark
One English trout fly pattern, and only one, did we see used on a three-week fishing trip to the American west, to the rivers of Montana and Wyoming...

Court of Appeal

Standard of proof in contempt cases

Dean v Dean
Before Lord Justice Dillon, Lord Justice Stephen Brown and Lord Justice Neill
[Judgment November 10]
The appropriate standard of proof to be applied in committal proceedings for civil contempt of court was the criminal standard, namely, proof beyond reasonable doubt...

Law Report November 13 1986

Breach of duty to another's worker

Regina v Mara
Before Lord Justice Parker, Mr Justice Hodgson and Mr Justice Macpherson
[Judgment November 5]
Where machinery belonging to a cleaning and maintenance company was left at a store which the company was under contract to clean...

Court of Appeal

Third party deception fatal to immigrant's case

Regina v Secretary of State for the Home Department, Ex parte Khalid
Before Mr Justice Otton
[Judgment November 7]
Where an applicant discovered that his entry into the United Kingdom was obtained through a deception by a third party, he was not entitled to remain and was so liable to deportation...

Reasonable endeavours less onerous

UBH (Mechanical Services) Ltd v Standard Life Assurance Co
A covenant to use "reasonable endeavours" was less onerous than one to use "best endeavours". A lessee required to use reasonable endeavours was entitled to perform a balancing act, placing no onus on the scales of the weight of his obligations to the lessor...

Custody order before reports was wrong

In re W (a Minor)
A judge was plainly wrong in law in giving the interim custody, care and control of three young girls to their mother, against whom serious allegations had been made by the father's father, without having heard evidence or received reports from a welfare officer...



RUGBY UNION

Smith at the centre of all things bright for Middlesex

By David Hands
Rugby Correspondent
Middlesex... 41
Eastern Counties... 19
Middlesex, to no one's surprise, became the first of this season's Thorn EMI County Champions...



Battle for supremacy: The Middlesex and Eastern Counties forwards lock horns yesterday (Photograph: Peter Llewellyn)

Toulouse pair win key role

New Zealand will field the same team against France in Nantes on Saturday that won the first international between the two countries in Toulouse last weekend. French plans, however, which were set to the tune of a 19-7 defeat in Toulouse, have had to be further amended since Patrick Esteve, recalled to the side on Sunday, was forced to withdraw.

Bishop tries legal action to lift ban

The former Welsh rugby international, David Bishop, and the club he plays for, Pontypool, are to take an historic High Court action against the Welsh Rugby Union in an attempt to seek an independent review of the player's 11-month ban from the game.

Intriguing final prospects

The Ulster selectors will meet on Saturday week to name the side to oppose Leinster in the Inter-Provincial decider at Ravenhill a week later. Both provinces boast a 100 per cent record from the two games played; the match will be the one hundredth between the teams, and, barring injuries, it is said to state that 11 of the players who rewrite the record will be from the Ulster side.

Old will play for Northumberland

Alan Old, the former England stand-off half and mainspring behind Yorkshire's successes of a few seasons ago, is to make his Thorn EMI county championship debut for Northumberland on Saturday (David Hands writes). He plays against Cumbria at Workington because David Johnson has opted to play for Gosforth against, ironically enough, Old's club, Morpeth.

Owen's punishment

The Bridgend captain and Wales lock, Adrian Owen, has been banned for 22 weeks after being caught kicking the Bristol centre, Simon Hogg, in a game at Bridgend earlier this month. Owen, a schoolteacher, had been granted a personal hearing and Hogg had written to the Welsh Rugby Union disciplinary committee saying that the incident had been an accident. But the committee nevertheless decided on a ban of 22 weeks and has informed Owen accordingly. The ban means Owen cannot play again until April.

Scrumpong halts games

Outbreaks of 'scrumpong', a form of impetigo, has caused the Welsh Rugby Union to cancel two student rugby matches. Five University College, Cardiff, players have the disease, passed on by facial contact during scrums. They were infected in a game against University College, Aberystwyth, last week. Four Aberystwyth players are also suffering from scrumpong and the Welsh Rugby Union have ordered a postponement of yesterday's game with University College, Swansea. Cardiff has been ordered to cancel their fixture with Cardiff Medicals.

Uruguayan league loses champions

Montevideo (Reuters) - The Uruguayan champions, Penarol, have withdrawn from the league championship because of dissatisfaction over moves aimed at resolving an economic crisis aggravated by the country's poor World Cup performance. Penarol say they will not turn out for first division matches again until they are satisfied with the solutions being sought to end the crisis.

Fluctuating fortunes of the doubles game

John Prens and Thomas Brudenell defeated James Male and Stephen Tulley in a marathon semi-final at Taunton in the Invitation Doubles tournament, sponsored by Celestio Loudspeakers, at Queen's Club on Tuesday evening. They recovered from a 3-1 deficit to win 5-7, 8-15, 5-15, 6-15, 15-6, 16-14, 15-10.

ARA secretary to retire

David Lunn-Rockliffe, aged 62, executive secretary of the Amateur Rowing Association, yesterday announced his intention to retire by the end of next year. Mr Lunn-Rockliffe, who has held his post since 1976, said: "We have completed a number of major changes in organization and funding of the association and are about to embark on further major projects which will take several years to complete successfully. I am coming to retirement age and will not be available to see these further projects through to completion. So next year will see the end of an era. British rowing with its best ever world championships this year is at present on a high."

Parrott recovers form

John Parrott, from Liverpool, was back to something like his best form on Tuesday night when he reached the last 32 of the Mercantile Credit Classic in Blackpool. He defeated Tommy Jones 3-2 to earn a match with Alex Higgins, who beat Colin Ross. After losing the first frame, Parrott made a break of 60 in the second to draw level after Jones had built up a lead of 58 points. Jones, a former English amateur champion, had one other success, in the sixth frame, but Parrott had scored the highest break of the match, 77, in the previous one.

HOCKEY

Cambridge profit through skill at short corners

By Sydney Friskin
Cambridge University... 3
Hockey Association XI... 1
Cambridge University's well laid schemes at short corners earned them a decisive victory over the Hockey Association XI in their annual match in Bisham Abbey yesterday. The Association had won last year's match 4-1.

Dutch clubs face closure

The Hague (Reuters) - The Dutch Football Association, pushed to the limit by hooliganism, said yesterday that it would consider warning first division clubs that they faced closure if crowd trouble was not contained. The threat came after terrace violence last weekend forced the referee to abandon the game between Des Haeg and Excelsior Rotterdam after 56 minutes.

Cup tie must wait

Darlington's FA Cup first round game with Mansfield Town has been switched from Saturday to Sunday to allow police to take additional precautions in the wake of last weekend's crowd trouble at their Feethams ground. The police originally said they could handle the Darlington tie and the nearby Middlesbrough-Blackpool and Spennymoor v Tranmere Rovers games.

Yesterday's results

Table listing various sports results including European Championship, Group Four, Turkey, Denmark, and various football leagues like Premier League, Division One, and Division Two.

Snooker

John Parrott, from Liverpool, was back to something like his best form on Tuesday night when he reached the last 32 of the Mercantile Credit Classic in Blackpool. He defeated Tommy Jones 3-2 to earn a match with Alex Higgins, who beat Colin Ross.

WEIGHTLIFTING: A RECORD-SETTING PERFORMANCE

A large black and white photograph of a weightlifter, Boris Gidikov, in the middle of a lift. He is wearing a dark singlet and is focused on the barbell above him. The background is dark and indistinct.

Iron curtain man of iron: Boris Gidikov, of Bulgaria, lifts 168.50kg to break the world snatch record in the 75kg class during the world championships in Sofia yesterday

FOR THE RECORD

Table listing sports records for Basketball, Hockey, Tennis, Ice Skating, and Rackets.

TODAY'S FIXTURES

Table listing today's fixtures for Football, Other Sport, and Ice Hockey.





